



38th Constitutional Convention

**Detroit, Michigan
July 25-28, 2022**

Monday
July 25, 2022

1 38TH CONSTITUTIONAL CONVENTION

2 Detroit, Michigan

3 July 25 -28, 2022

4
5 Day 1

6 Monday, July 25, 2022

7
8 VIDEO RECORDING: Ladies and gentlemen,
9 please welcome:

10 Region 1 Director, James Harris.

11 Region 1A Director, Laura Dickerson.

12 Region 1D Director, Steve Dawes.

13 Region 2B Director, Wayne Blanchard.

14 Region 4 Director, Ron McInroy.

15 Region 8 Director, Mitchell Smith.

16 Region 9 Director, Jeff Binz.

17 Region 9A Director, Beverly Brakeman.

18 Vice President Chuck Browning.

19 Vice President Terry Dittes.

20 Vice President Cindy Estrada.

21 Secretary-Treasurer, Frank Stuglin.

22 And now, please welcome your leader, UAW
23 President, Ray Curry.

24 Brothers and Sisters, your UAW International
25 Executive Board.

1 (Applause)

2 VIDEO RECORDING: Please welcome UAW Region
3 1A Director, Laura Dickerson as temporary Chairperson.

4 (Applause)

5 DIRECTOR LAURA DICKERSON: Good afternoon,
6 delegates. Good afternoon.

7 Welcome to the 38th Constitutional Convention
8 of the International Union, United Automobile Aerospace
9 and Agricultural Implement Workers of America.

10 UAW is called to order at noon, Monday, July
11 25, 2022, in Huntington Place, Detroit, Michigan.

12 My name is Laura Dickerson, and I am the
13 Director of UAW Region 1A.

14 (Applause)

15 DIRECTOR LAURA DICKERSON: Please give your
16 attention to the screens as we watch a video, so we can
17 convene safely this week.

18 Roll video.

19 (Video played)

20 DIRECTOR LAURA DICKERSON: We are gathering
21 this week in Detroit, a city that is part of both
22 Regions 1 and 1A. It's a city that has close historic
23 ties to our great union. And as our union grew, so has
24 this city.

25 I would now like to call up my friend, and

1 our brother, the Director of Region 1, James Harris.

2 (Applause)

3 DIRECTOR JAMES HARRIS: Good afternoon,
4 everyone.

5 Thank you, Director Dickerson. And welcome,
6 delegates, to the 38th UAW Constitutional Convention.

7 I would like to call up Elder Herb Taylor for
8 purpose of invocation.

9 Elder Taylor has been helping to guide
10 workers through life's storms for many of his years, is
11 well aware of the bonds that unite us. Our union
12 brother has been chairman of the UAW Chaplain's Program
13 since 2013.

14 He served as a Regional 4 chaplain's
15 coordinator for 10 years, and was the senior chaplain
16 for Local 31 in Kansas City, Kansas until his recent
17 retirement.

18 Elder Taylor loves working with people and
19 sharing the word of God, which has led him among so
20 many paths. He is an ordained Elder with the Church of
21 God in Christ, and is the founder of Turning Point
22 Outreach Ministry, which was founded in 2000.

23 He serves as the weekend manager for City
24 Union Mission where he works with homeless shelter
25 clients.

1 Elder Taylor is married to Dr. Evelyn Taylor,
2 and they have six children. Today, he is back home
3 with us, to help inspire, unite our great union as we
4 work together to improve the lives of workers across
5 this nation.

6 Thank you, Elder Taylor.

7 And let's give a warm welcome to Brother
8 Elder Taylor.

9 (Applause)

10 ELDER TAYLOR: Good morning, UAW. Let us
11 pray.

12 Father, we thank you for the many blessings
13 that you have provided for this great union. We ask a
14 special blessing for our president, Ray Curry, and the
15 entire International Executive Board.

16 We pray this morning, for our membership and
17 their families. We pray for all of the delegates and
18 their local unions.

19 We pray, especially this morning, for the
20 retirees and our veterans. We salute them. We pray
21 for all of our guests, and especially the hosting City
22 of Detroit.

23 Article 41, Section 2 of this UAW
24 Constitution reminds us that it is our duty to render
25 aid and assistance to our brothers and sister members

1 in cases of illness, death, and distress. We would
2 always give you thanks for your protection, for your
3 love, and for the benefits given to this union.

4 We give you thanks for the blessing of our
5 talents, our skills, and the opportunity to earn
6 everything we need, and something to share with those
7 less fortunate than we are.

8 We are the union. And as long as the ties
9 that bind us together are stronger than those that will
10 tear us apart, all will be well.

11 Building our tomorrow for today, solidarity
12 forever.

13 Will you help me say Amen?

14 ALL: Amen.

15 CHAPLAIN Elder TAYLOR: Amen.

16 ALL: Amen.

17 CHAPLAIN Elder TAYLOR: And, Amen.

18 (Applause)

19 DIRECTOR JAMES HARRIS: Thank you, Elder
20 Taylor.

21 It fills me with great pride to introduce the
22 National Veterans Advisory Committee Color Guard, the
23 Region 1A unity choir, and the Region 9A local union
24 leaders.

25 Please remove your non-religious hats, rise

1 for the presentation of colors, the singing of the
2 national anthem, followed by the Pledge of Allegiance,
3 and a moment of silence.

4 As the hosting nations, we will sing the U.S.
5 anthem last. Please remain standing until the Color
6 Guards have left the hall.

7 Captain of the Color Guards, advance the
8 colors.

9 (Color Guard presentation)

10 (National Anthems)

11 DIRECTOR JAMES HARRIS: Will you now please
12 join me in the Pledge of Allegiance?

13 (Pledge of Allegiance)

14 DIRECTOR JAMES HARRIS: Can we please have a
15 moment of silence? Please observe a moment of silence
16 for all of our servicemen and women, as well as our UAW
17 members who we've lost since our last convening.

18 Thank you.

19 (Conclusion of Color Guard)

20 (Applause)

21 DIRECTOR JAMES HARRIS: I would like to now
22 call up Director Dickerson.

23 DIRECTOR LAURA DICKERSON: Thank you,
24 Director Harris.

25 Our next speaker is the Mayor of Detroit,

1 Mike Duggan. He has been Mayor of Detroit since
2 January 2014. Born and raised in Detroit, has spent
3 his entire career working in the city.

4 Mayor Duggan earned his bachelor's and law
5 degree from the University of Michigan. He was a
6 lawyer for Wayne County, and before long, was tasked to
7 serve as Wayne County Deputy Executive from 1987
8 through the year 2000.

9 During his tenure, he oversaw 14 straight
10 balanced budgets, a fully funded pension system, led
11 the effort to bring the Detroit Lions back downtown,
12 co-chaired the construction of Comerica Park and Ford
13 Field, and negotiating a deal that led to the
14 construction of Metro Airport's Midfield Terminal.

15 In his first term as mayor, Duggan restored
16 basic city services for all Detroiters. He established
17 the Department of Neighborhoods, placing staff in each
18 of the seven City Council districts to help residents
19 address blight in their community.

20 He oversaw the installation of more than
21 60,000 new LED streets.

22 Mayor Duggan worked to dramatically improve
23 police and EMS response times. And under his watch,
24 the Detroit Police Department was one of the first in
25 the country to utilize fully integrated dash and body

1 cameras.

2 He worked with City Council to pass balanced
3 budgets every year since 2015, leading to significant
4 upgrades in the City's bond rating.

5 With City services improving, Duggan has
6 turned his attention to building One Detroit for
7 everyone. His mission of an equitable revitalization
8 for every Detroiter includes the creation and
9 preservation of affordable housing, the revitalization
10 of long neglected neighborhoods, and ensuring every
11 Detroiter has access to jobs and job training.

12 In the last seven years, Detroit has seen
13 more development outside of downtown than it has seen
14 in decades. Duggan was responsible for the development
15 of the largest auto factory built in the City since the
16 1990's, at the Flexing Gate Plant, creating 500 jobs in
17 the process. He worked with Stellantis to bring 5,000
18 jobs to the new Detroit Mack Avenue Jeep Facility, and
19 made an agreement with the company that required they
20 hire Detroiters first.

21 UAW family --

22 (Applause)

23 DIRECTOR LAURA DICKERSON: UAW family, please
24 give Mayor Duggan a hearty UAW welcome.

25 (Applause)

1 MAYOR DUGGAN: President Curry, UAW
2 leadership, and the delegates from across the United
3 States, Canada, and Puerto Rico, I just wanted to be
4 here to say, welcome back to the City of Detroit.

5 (Applause)

6 MAYOR DUGGAN: The UAW was founded here in
7 1935. And since then, Detroit's fortunes have been
8 intertwined. We've both been through some really tough
9 times, and we're both, coming out of them into some
10 really good times.

11 When you get a chance to drive around the
12 City, you'll see more cranes in the sky, more building
13 in the city since anytime since the 1950s. That's the
14 direction that we're headed.

15 And a lot of that progress has been in
16 partnership with the leaders who are sitting up here.
17 When then, Fiat Chrysler announced they were going to
18 build a new plant for the three-row Grand Cherokee, and
19 it could go anywhere in America, we teamed up with your
20 UAW leadership and pitched the plan on the eastside of
21 Detroit, and that plant is now open and operating on
22 Mack Avenue.

23 (Applause)

24 MAYOR DUGGAN: And a few years ago, when
25 General Motors announced they were going to close down

1 the Poletown Plant, it was the UAW leadership at the
2 bargaining table, and our team on the side, with GM
3 leadership, and together, not only did we get that
4 decision reversed, they are building the vehicles of
5 the future, the electric Silverado, and Hummer, and
6 Cruze right here in the City of Detroit, putting 2,000
7 people back to work.

8 (Applause)

9 MAYOR DUGGAN: But we didn't stop at the
10 assembly plants. And so, right now, on the
11 long-abandoned Cadillac stamping plant site on Connor
12 Avenue, Leer Seating is constructing a 500-seat seating
13 facility to support the GM plant that will be
14 represented by UAW workers.

15 (Applause)

16 MAYOR DUGGAN: And over at the site of the
17 abandoned Kettering High School, Dakota has opened a
18 dashboard plant to provide the dashboards for the Grand
19 Cherokees again. Good UAW jobs in the City of Detroit.

20 (Applause)

21 MAYOR DUGGAN: And very shortly, we'll have
22 another project announced for a seating project in
23 Southwest Detroit.

24 That's what happens when we work together.
25 I'm doing everything I can to make sure the sites are

1 there, and your leadership is doing everything they can
2 to make sure that the companies go there, our UAW
3 companies, and that we are building the finest cars in
4 the world with UAW members, right here in the heart of
5 the Motor City.

6 And so, I -- I couldn't be happier. As I
7 drive to work every day, I see the work on Solidarity
8 House finishing up. I'll be very pleased to see the
9 UAW back in your headquarters. And I'm looking forward
10 to brighter days with the two of us together.

11 Please enjoy your stay here.

12 (Applause)

13 DIRECTOR JAMES HARRIS: Thank you, Mayor
14 Duggan, for that great welcome to Detroit. I now call
15 up UAW Secretary-Treasurer, Frank Stuglin.

16 (Applause)

17 SECRETARY-TREASURER FRANK STUGLIN: Hello,
18 delegates to the 38th UAW Constitutional Convention.
19 It is my pleasure to introduce Michigan Senator Gary
20 Peters.

21 Peters has represented Michigan in the U.S.
22 Senate since 2015. Born in Pontiac, Michigan, his
23 father was a World War II veteran, a teacher, and was a
24 union member for three decades.

25 Peters began his public service as a

1 Rochester Hills City Councilman in 1991. In 1994, was
2 elected to the Michigan State Senate. And during his
3 eight years of service, he authored and passed more
4 bills into law than any other member of his party.

5 Peters first elected to the U.S. House of
6 Representatives in 2008, and served on the Financial
7 Services Committee.

8 In the Senate, Peters has focused on fighting
9 a strong -- he's fighting for a strong economy, good
10 paying jobs, affordable healthcare, and secure
11 retirement and an opportunity for everybody to succeed.

12 Peters is the Chairman of the House, out of
13 the Senate, Homeland Security and Governmental Affairs
14 Committee, which oversees the Department of Homeland
15 Security and is the Senate Stop Oversight Committee.
16 He also serves on the Senate Armed Services Committee,
17 and the Senate Commerce and Science and Transportation
18 Committee.

19 He is recognized as one of the most effective
20 bipartisans according to the Non-Partisan Center of
21 Effective Lawmaking. The center said, it is a key to
22 his success, his effectiveness in coalition building.

23 Some of the bills signed into law, increasing
24 protection of the Great Lakes, securing historic
25 funding for restoration efforts, increasing national

1 security on the borders, addressing rising water levels
2 on the shoreline arosen [sic] in the Great Lakes
3 communities, and expanding apprenticeship for veterans
4 and providing VA care for programs saving taxpayers'
5 dollars.

6 And I just want to say one personal thing
7 about Gary Peters because I've known him for a long
8 time. He has fought for the veterans. All of our UAW
9 veterans from Michigan know that he's fighting for
10 them. And, he's one senator that stepped up when GM
11 was on strike, and came to the picket lines and walked
12 with us without the press being there.

13 Please welcome, Gary Peters.

14 (Applause)

15 SECRETARY-TREASURER STUGLIN: Come on, we can
16 do a little better than that. He supported us, let's
17 support him.

18 SENATOR GARY PETERS: Well, hello, UAW.
19 Welcome to Michigan.

20 (Applause)

21 SENATOR GARY PETERS: It is great to see, you
22 Frank. Thank you for that very, very warm
23 introduction, and thank you for being a friend for so
24 many years. President Curry and all of the leadership
25 here at the UAW, it is wonderful to be here. It's

1 wonderful to say a few words, to greet you.

2 And, you know, for me, whenever I get in
3 front of a union audience, it's personal. My family
4 was union, both my mom and dad. And, in fact, as a
5 young man, I really come to understand the power of the
6 union movement, really, through my mother.

7 My mother was a nurse's aide, worked at a
8 nursing home. And those of you who know the job of a
9 nurse's aide know that that work is over paid -- or
10 underpaid, overworked, and not appreciated. And it was
11 rough. She worked in a tough place. The management
12 was horrible. They treated their employees horribly.

13 I remember a lot of tough nights, coming home
14 and what she had to go through at that workplace. And,
15 you know, people would say to my mother, you know,
16 Madeleine, why do you keep working there? Why don't
17 you just leave? Find another job. And she said, you
18 know, I'm not -- I don't want to leave. I'm not
19 leaving. I care about the patients. I've developed
20 relationships with the patients and their families and
21 I'm a caregiver, that's what I want to do. So I'm not
22 leaving the job. I'm going to work with my coworkers
23 and we're going to bring a union into this shop so that
24 we can unionize to stand up for our rights.

25 (Applause)

1 SENATOR GARY PETERS: And that's what she
2 did. And she went some other nights crying. The
3 management was horrible, trying to pull them apart, pit
4 workers against each other. You know how that works.
5 Well, my mother is tough. She said, you're not going
6 to do that with me. And she said, well, wait a minute,
7 Madeleine, we'll give you a pay raise. We'll give you
8 more money. Get away from this union movement. We'll
9 pay you. Don't worry about the other folks. She said,
10 you don't get what a union is about, that we are
11 together. We stand together. We will be united, and
12 we will all get a pay raise. We will all get the
13 benefits that we earned, and that we deserve, and we
14 will fight for those.

15 (Applause)

16 SENATOR GARY PETERS: And she was a proud
17 SEIU union steward as a result of that.

18 (Applause)

19 SENATOR GARY PETERS: And that's what all of
20 you do. I am also proud, not only was I raised in a
21 union family, I married into a union family. I think I
22 did really well. In addition to a really wonderful
23 woman, her father is a UAW member of Local 5960. That
24 is a great family, ladies and gentlemen.

25 (Applause)

1 SENATOR GARY PETERS: While I want to be
2 here, I'm on my way to Washington, D.C. But It's a
3 really great vote that we're going to have coming up
4 this week. Something that's impacting everyone here
5 and families all across our country. That's the
6 shortage that we have right now, in the chips that go
7 into all of the wonderful vehicles that you make each
8 and every day.

9 And what we're going to do is address, which
10 is really a key vulnerability that we have in this
11 country right now, and those are supply chains that are
12 simply not resilient.

13 We know we had supply chains that are
14 efficient, but we know that you need more than that.
15 You actually have to count on the product coming in
16 each and every day.

17 And I'll tell you, as Frank mentioned my
18 background, I oversee the main oversight committee in
19 Homeland Security and Government Affairs. And in 2019,
20 this is what we found as we were looking at drug
21 shortages in this country.

22 Back in 2019, still having them, and these
23 drug shortages were happening in our hospitals
24 regularly, as they still do, unfortunately. And what
25 we found is that often, every week, hospital folks have

1 to come together and say we have a shortage of this
2 job. This is in the United States of America. We have
3 a shortage of a drug that our patients may not be able
4 to get, so what are we going to do.

5 And so, they had to come up with a solution.
6 And they said, well, we had to find another drug. And
7 usually, that drug was more expensive and less
8 effective. So we go, like, what's up? Well, it's
9 pretty clear.

10 What it was as we continued to look at is
11 that we are overly dependent on foreign nations for key
12 ingredients in those drugs. In fact --

13 (Applause)

14 SENATOR GARY PETERS: In fact, 85 percent of
15 the precursors that go into every single drug that we
16 use in America is made in China. And what I said in
17 that report in 2019 was, folks, when there is a
18 pandemic in this country, we will be in a precarious
19 situation. Six months later, after that report came
20 out, we were in a pandemic. And guess what? China had
21 the market when it came to masks and syringes,
22 medicines, all of that.

23 Ladies and gentlemen, we cannot, and we
24 should never be dependent on China for economic
25 security. We need to make it here in America. We need

1 to make those things here. America workers, American
2 union workers.

3 (Applause)

4 SENATOR GARY PETERS: We already do that, and
5 for a lot in the defense. You know, I serve on the
6 Armed Services Committee. I was proud to serve in the
7 U.S. Navy Reserve. And we understand from a national
8 defense perspective, we've got to make it in America.

9 And I will tell you, standing right here as a
10 former Navy officer, we will never make ships in China.
11 We will make them in the United States of America.
12 Warships for the U.S. Navy will be made here in our
13 country.

14 (Applause)

15 SENATOR GARY PETERS: And we have to look at
16 other products as being equally important. And those
17 computer chips are important. We are not making them
18 here. We're making them in South Korea and Taiwan and
19 China. You know, this is something each and every one
20 of us has known for a long time.

21 We said, you know what? You keep shipping
22 American jobs overseas, and guess what? We're going to
23 be in trouble. We're losing manufacturing jobs. We're
24 losing the ability to be secure and provide it in our
25 own country.

1 Well, ladies and gentlemen, this one thing
2 this pandemic has shown us from drugs to computer chips
3 is we've got to stop shipping jobs overseas. We've got
4 to have American workers make these products. American
5 companies make these products.

6 (Applause)

7 SENATOR GARY PETERS: And we know the auto
8 industry is the center of that. You use an awful lot
9 of chips there. We've got cars sitting in parking lots
10 waiting for those chips. And it's only going to get
11 more complicated, particularly when we get to
12 self-driving cars, and all of the LiDARs, the
13 detectors, all of the amazing technology that you and
14 all of your colleagues are going to be putting
15 together.

16 And when I think of the future of the auto
17 industry, this is an auto industry that created the
18 American middle-class in the last century. It was the
19 UAW that unionized those folks, and then decided that
20 because we are in a union, that workers in this country
21 are entitled to fair wages, healthcare. And when it's
22 all said and done, to retire with dignity. That is
23 what you fight for. And that is what every American
24 should expect in this country.

25 (Applause)

1 SENATOR GARY PETERS: So I will just say this
2 in closing, and why I believe so much in unions and
3 believe so much in the UAW. When I first got into
4 Congress, you know, we were debating expanding
5 healthcare to all Americans. It was very controversial
6 at the time, except for all of you.

7 Here I was at a Labor Day parade during the
8 height of all that battle as to whether all Americans
9 should have the right to healthcare. And I go, here I
10 am at a Labor Day parade, all of the folks who are
11 marching, my friends in the UAW and in the other
12 unions, you all have good healthcare because you have
13 fought for it, you bargained for it, negotiated for it.
14 You all had great healthcare.

15 But what I did see on everybody marching on
16 that Labor Day right down here on Woodward, just
17 outside of the hall here, is that every union member
18 had a sticker and it said healthcare for all. You were
19 out there, not marching for yourselves, you were
20 marching for the American people. That is what the
21 union movement is about. You stand for all Americans,
22 and all Americans are entitled to rights.

23 (Applause)

24 SENATOR PETERS: Thank God for you what you
25 do. Keep fighting. And thank you for letting me say a

1 few words. And God bless each and every one of you.

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: Thank you,
4 Gary, for helping us kick off this convention with a
5 reminder of what it is at stake for all of us in the
6 senate, Senator Peters.

7 We must now read the call letter into the
8 record of this meeting. All locals have received a
9 copy of the Convention Call. I can either read it, or
10 I will accept a motion to place the call on record as
11 though read.

12 (Motion made)

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

15 (Motion supported)

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

18 (Motion carried)

19 SECRETARY-TREASURER STUGLIN: I'll now like
20 to introduce the officers and the Monitor. And you met
21 the International Executive Board, opening of our
22 program.

23 I would like to also introduce our
24 International Trustees. Trustee Chairperson Phyllis
25 Blust, Trustee Mark Wunderlin, and Acting Trustee, Dana

1 Davidson.

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: I also want to
4 acknowledge Wilma Lieberman, the UAW Ethics -- External
5 Ethics Officer, who will be presenting to you later on
6 this week. And Neil Barofsky, court-appointed
7 independent Monitor, both playing important roles in
8 helping us rebuild the ethical culture and practices of
9 our union.

10 Now, I would like to introduce the retired
11 board members of the IEB members who have joined us
12 here today. And please hold your applause until the
13 end.

14 Region -- retired Region 1 Director, Chuck
15 Hall.

16 Retired Region 1 Director, Ken Terry.

17 Retired Region 1 Director, Joe Peters.

18 Retired Region 9 Director, Scott Adams.

19 Retired Vice President Gerald Bantom.

20 Retired Vice President Gerald Kariem.

21 And retired Secretary-Treasurer, Elizabeth
22 Bunn.

23 And retired President, Ron Gettelfinger.

24 And retired President, Rory Gamble.

25 (Applause)

1 SECRETARY-TREASURER STUGLIN: I will now read
2 the list of the International Executive Board members
3 who have passed away since our last convention.

4 Wilfred Stewart, Region 4 Director.

5 Owen Bieber, UAW President Emeritus.

6 Ruben Burks, UAW Secretary-Treasurer.

7 Cal Rapson, UAW Vice President.

8 Richard Shoemaker, UAW Vice President.

9 And Geraldine Ochocinska, UAW Region 9
10 Director.

11 Please join us in a moment of sense.

12 Thank you. We have prepared a video and
13 tribute over departed IEB members.

14 (Video played)

15 (Applause)

16 SECRETARY-TREASURER STUGLIN: It is now my
17 privilege to bring the chairpersons of the committees
18 who have worked so hard over the last several weeks,
19 making this convention a success, and a meaning -- and
20 meaningful as possible.

21 I would like to call on the committee chairs
22 to do the honors of introduction of their members of
23 each committee, by name, region, and local.

24 Let's start by calling up Chairman of the
25 Constitutional Committee, Aaron Shinaul from Region 2B,

1 Local 12.

2 (Applause)

3 CONSTITUTION COMMITTEE CHAIRPERSON AARON

4 SHINAUL: Good afternoon, fellow members. I'm Aaron
5 Shinaul, elected delegate, Constitution Committee
6 Chairperson. Also, the Chairperson of the Bargaining
7 Unit of Clarios Battery of Local 12, in Toledo, Ohio,
8 Region 2B, under the director and leadership of Wayne
9 Blanchard.

10 I am very proud and honored to introduce your
11 2022 Constitutional Committee:

12 Raquel Harvey, Bargaining Representative at
13 Local 600, Region 1A, Michigan, and our Committee's
14 Recording Secretary.

15 Daniel --

16 (Applause)

17 CONSTITUTION COMMITTEE CHAIRPERSON AARON

18 SHINAUL: Daniel Maloney, President of Local 1097,
19 Region 9, New York.

20 (Applause)

21 CONSTITUTION COMMITTEE CHAIRPERSON AARON

22 SHINAUL: Frank Hines Jr., Bargaining Chair at Local
23 503, Region 1D, Michigan.

24 (Applause)

25 CONSTITUTION COMMITTEE CHAIRPERSON AARON

1 SHINAUL: Gregg Suggs, Vice President, Local 5286,
2 Region 8, North Carolina.

3 (Applause)

4 CONSTITUTION COMMITTEE CHAIRPERSON AARON

5 SHINAUL: Michael Digiuseppe, Vice President, Local
6 259, Region 9A, New York.

7 (Applause)

8 CONSTITUTION COMMITTEE CHAIRPERSON AARON

9 SHINAUL: Rafael Jaime, President, Local 2865, Region
10 8, Los Angeles, California.

11 (Applause)

12 CONSTITUTION COMMITTEE CHAIRPERSON AARON

13 SHINAUL: Michael Moe, Financial Secretary, Local 1268,
14 Region 4, Belvidere, Illinois.

15 (Applause)

16 CONSTITUTION COMMITTEE CHAIRPERSON AARON

17 SHINAUL: Yolanda Passement, Recording Secretary, Local
18 22, Region 1, Michigan.

19 (Applause)

20 CONSTITUTION COMMITTEE CHAIRPERSON AARON

21 SHINAUL: Please welcome your 2022 Constitution
22 Committee.

23 (Applause)

24 SECRETARY-TREASURER STUGLIN: Thank you,
25 Chairman Shinaul, for all the hard work your

1 committee's put in, and we thank you.

2 I would like to now call up the Chairman of
3 the Resolution Committee, Todd Dunn from Region 8,
4 Local 862, to introduce another Resolutions Committee.

5 (Applause)

6 RESOLUTION COMMITTEE CHAIR TODD DUNN: Thank
7 you, Secretary-Treasurer Frank Stuglin.

8 Good morning, Brothers and Sisters. It's an
9 honor to introduce the Resolution Committee for the
10 38th Constitutional Convention.

11 My name is Todd Dunn, Committee Chairman,
12 President of UAW Local 862, and under the outstanding
13 leadership of Director Mitchell Smith, and Assistant
14 Director Tim Smith, and my Vice President, Chuck
15 Browning.

16 (Applause)

17 RESOLUTION COMMITTEE CHAIR TODD DUNN: To my
18 left, Sister Latiska Hearn, Committee Chair, Vice
19 Chair -- Committee Vice Chair and International
20 Appointed Attendance Counselor, out of UAW Local 1700,
21 Region 1.

22 (Applause)

23 RESOLUTION COMMITTEE CHAIR TODD DUNN:
24 Brother Kevin McQuaide, Committee Recording Secretary
25 and President of UAW Local 1549, Region 2B.

1 (Applause)

2 RESOLUTION COMMITTEE CHAIR TODD DUNN: Sister
3 Cathy Watkins, Second Vice President, out of UAW Local
4 174, Region 1A.

5 (Applause)

6 RESOLUTION COMMITTEE CHAIR TODD DUNN:
7 Brother Ryan Eding, Production Zone Representative, out
8 of UAW Local 602, Region 1D.

9 (Applause)

10 RESOLUTION COMMITTEE CHAIR TODD DUNN: Sister
11 Sheri Baker, Financial Secretary, out of UAW Local 211,
12 Region 2B.

13 (Applause)

14 RESOLUTION COMMITTEE CHAIR TODD DUNN: Sister
15 Shirley Mata, Recording Secretary, out of UAW Local
16 249, Region 4.

17 (Applause)

18 RESOLUTION COMMITTEE CHAIR TODD DUNN: Sister
19 Jessica Morgan, Women's Committee Chair, out of UAW
20 Local 838, Region 4.

21 (Applause)

22 RESOLUTION COMMITTEE CHAIR TODD DUNN:
23 Brother Ralph Walsh, Committeeman, out of UAW Local
24 276, Region 8.

25 (Applause)

1 RESOLUTION COMMITTEE CHAIR TODD DUNN:

2 Brother Mike DeLucas, President, out of UAW Local 686,
3 Region 9.

4 (Applause)

5 RESOLUTION COMMITTEE CHAIR TODD DUNN: And

6 Brother Rene Casiano, Vice President out of UAW Local
7 2110, Region 9A.

8 (Applause)

9 RESOLUTION COMMITTEE CHAIR TODD DUNN: On

10 behalf of the Resolutions Committee, we present this
11 year's 38th Constitutional Convention Resolutions
12 Committee.

13 (Applause)

14 SECRETARY-TREASURER STUGLIN: Thank you,

15 Chairman Dunn. And thank you for all the hard work you
16 and your whole committee has done.

17 I would like to call up the Chairperson of
18 the Rules Committee, Clarence Brown from Region 4,
19 Local 31, to introduce the Rules Committee.

20 (Applause)

21 CHAIRPERSON CLARENCE BROWN: First, giving an
22 honor to God Almighty, who is the head of my life.

23 Good afternoon, UAW family. My name is
24 Clarence E. Brown, (C.B.). I am proud to say I am
25 President of the great UAW Local 31, home to Regional

1 Director Ron McInroy, and Assistant Director Brad
2 Dutcher.

3 (Applause)

4 CHAIRPERSON CLARENCE BROWN: What I missed to
5 say is it's out of Region 4. But I'll say it now, it's
6 out of Region 4.

7 I come before you today, to introduce to you,
8 your 2022 Rules Committee.

9 First, I would like to introduce Sister Miya
10 Williamson, UAW Local 6000, Region 1A, who is our
11 Recording Secretary.

12 (Applause)

13 CHAIRPERSON CLARENCE BROWN: Derrick Jackson,
14 Local 2500, Region 1.

15 (Applause)

16 CHAIRPERSON CLARENCE BROWN: Amy Castanon,
17 Local 2256, 1D; Region 1D.

18 (Applause)

19 CHAIRPERSON CLARENCE BROWN: Latoya Johnson,
20 Local 9, Region 2B.

21 (Applause)

22 CHAIRPERSON CLARENCE BROWN: Zachary Olson,
23 Local 79, Region 4.

24 (Applause)

25 CHAIRPERSON CLARENCE BROWN: Marcus Sheckles,

1 Local 862, Region A.

2 (Applause)

3 CHAIRPERSON CLARENCE BROWN: Brian Wiggins,
4 Local 2367, Region 9.

5 (Applause)

6 CHAIRPERSON CLARENCE BROWN: Irvin Berrios,
7 Vice Chair, Local 712, Region 9A.

8 (Applause)

9 CHAIRPERSON CLARENCE BROWN: And yours truly,
10 Clarence E. Brown, (C.B.), is your Chairperson.

11 This is your 2022 Rules Committee. And thank
12 you, so much.

13 (Applause)

14 SECRETARY-TREASURER STUGLIN: Thank you,
15 Chairman Brown, Chairperson Brown.

16 I would like to call upon the Chairperson of
17 the Credentials Committee, Cleveland Jones, Region 9,
18 Local 774, to introduce the Credentials Committee.

19 (Applause)

20 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
21 JONES JR.: Thank you, President Curry, International
22 Secretary-Treasurer Frank Stuglin, International
23 Executive Board, staff, delegates, members and
24 distinguished guests.

25 Good afternoon, Brothers and Sisters. My

1 name is Cleveland Jones, Jr., and I am the Chairman of
2 your Credentials Committee. I am the Financial
3 Secretary and Treasurer, Constitution and Bylaws
4 Committee Chairman, and two-time elected delegate from
5 UAW Local 774, General Motors Tonawanda Engine Plant,
6 Buffalo, New York, located in Region 9.

7 (Applause)

8 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

9 JONES JR.: Region 9 is the home of Vice President
10 Terry Dittes, and is under the talented and intelligent
11 leadership of dues paying member in good standing of
12 Local 774, Director Jeff Binz, and Assistant Director
13 Lauren Farrell.

14 (Applause)

15 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

16 JONES JR.: The UAW 38th Constitutional Convention
17 Credentials Committee is comprised of 11 elected
18 delegates from various sectors and industries covered
19 by this International Union.

20 As I introduce your Credentials Committee, I
21 ask that our members please stand and continue standing
22 until the entire committee has been introduced.

23 Our Vice Chairman, Jeremy Rickert, Local 400,
24 Region 1.

25 (Applause)

1 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

2 JONES JR.: Our Recording Secretary, Kim Cook-Bell,
3 Local 2250, Region 4.

4 (Applause)

5 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

6 JONES JR.: Our Alternate Recording Secretary, Mike
7 Blanchard, Local 475, Region 1D.

8 (Applause)

9 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

10 JONES JR.: Brother Dave Karnafel, Local 212, Region 1.

11 (Applause)

12 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

13 JONES JR.: Brother Dave had a family emergency and
14 could not be here today. Please keep him in your
15 hearts and thoughts at this difficult time.

16 Brother Alex Goodwin, Local 898, Region 1A.

17 (Applause)

18 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

19 JONES JR.: Sister Kim Janeski, Local 931, Region 1A.

20 (Applause)

21 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

22 JONES JR.: Sister Teresa McGinnis, Local 1811, Region
23 1D.

24 (Applause)

25 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

1 JONES JR.: Brother Jason Wells, Local 2000, Region 2B.

2 (Applause)

3 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

4 JONES JR.: Brother Josh Fisher, Local 1649, Region 8.

5 (Applause)

6 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

7 JONES JR.: And finally, our sister, Cathy Rayner,
8 Local 7770, Region 9A.

9 (Applause)

10 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

11 JONES JR.: Brothers and Sisters of the UAW, we are
12 your Credentials Committee. Thank you.

13 SECRETARY-TREASURER STUGLIN: Thank you to
14 all of you.

15 I would like to entertain a motion to seat
16 the Committees' members as has just been introduced.

17 Do I hear that motion?

18 (Motion made)

19 SECRETARY-TREASURER STUGLIN: Is there a
20 second? Any debate? All in favor, say aye. Opposed?
21 Ayes have it.

22 (Motion supported)

23 SECRETARY-TREASURER STUGLIN: Motion carries.

24 (Motion carried)

25 SECRETARY-TREASURER STUGLIN: Committee

1 members are seated. The motions -- you're seated.

2 It is now my pleasure to introduce the
3 Timekeepers from Region 1, Local 7, Shawn [sic] Suggs.

4 (Applause)

5 SECRETARY-TREASURER STUGLIN: From Region 9,
6 2300, LeVon Brewer. And Alternate Timekeeper today,
7 from Region 2B, Local 685, Mandi Drake.

8 (Applause)

9 SECRETARY-TREASURER STUGLIN: It is now my
10 pleasure to call up, to chair the meeting, President
11 Ray Curry.

12 (Applause)

13 PRESIDENT CURRY: Good afternoon, delegates
14 to the 38th Constitutional Convention.

15 (Applause)

16 PRESIDENT CURRY: I would now like to call up
17 Cleveland Jones, Chairman of the Credentials Committee
18 to present the Committee's Chair Report. Each day of
19 the Convention, they will provide an updated report to
20 reflect the numbers of credentialed registered
21 delegates to this convention.

22 The 38th Report of Credentials Committee,
23 Cleveland Jones.

24 (Applause)

25 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

1 JONES JR.: Thank you, Brother President Curry and
2 Secretary-Treasurer Stuglin.

3 Good afternoon, Brothers and Sisters. As you
4 just heard, my name is Cleveland Jones, Jr., and I am
5 the Chairman of your Credentials Committee. I am from
6 UAW Local 774 out of Buffalo, New York, which is in
7 Region 9, and hosts the focused and dedicated
8 leadership of Director Jeff Binz and Assistant Director
9 Lauren Farrell.

10 Buffalo is my home, and it would be very
11 remiss of me not to mention that the Buffalo community
12 is still healing after the mass shooting that occurred
13 on May 25, 2022, where three people were injured, ten
14 people were killed, two of which were my family
15 members.

16 I ask that you continue to keep us in your
17 hearts and thoughts as we work to bring about change in
18 the City of Buffalo, and extinguish hate and racism
19 from this earth. Hashtag, Buffalo Strong.

20 (Applause)

21 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
22 JONES JR.: I will now present the Preliminary Roll
23 Call Report from your Credentials Committee.

24 Article 8, Section 17(e), pages 19 through 20
25 of the UAW Constitution, gives the Credentials

1 Committee the full authority to receive protests of
2 local union elections for delegates and alternate
3 delegates, evaluate them, and report its findings and
4 recommendations to the full Convention.

5 Your Credentials Committee convened and held
6 its first meeting at 1:00 p.m. on Monday, July 11th,
7 2022, at the Westin Southfield Detroit in Southfield,
8 Michigan.

9 In accordance with Article 8, Sections 9 and
10 10, pages 16 through 17 of the UAW Constitution, the
11 representation for each local union was determined by
12 the average monthly per capita taxes paid by that local
13 union to the International Union over a 48-month
14 period; the months of December 2017 through November of
15 2021.

16 Local unions refurnished their delegate
17 allotment and voting strength through the Local Union
18 Information System, LUIS.

19 A review of the documentation from the
20 International Secretary-Treasurer's Office confirmed
21 the accuracy of records on matters pertaining to this
22 UAW 38th Constitutional Convention.

23 And via LUIS, credentials were sent to 540
24 locals. As of 11:01 a.m. this morning, 326 locals have
25 registered 803 delegate credentials. 198 alternate

1 delegate credentials, and 10 retired Workers Advisory
2 Council Credentials.

3 On Tuesday, July 19, 2022, the Credentials
4 Committee assisted the UAW IT Department in taking
5 photographs of convention meeting members to verify
6 accuracy.

7 Beginning Sunday July 24, 2022, your
8 Credentials Committee assisted the International
9 Secretary-Treasurer's Office with the registration of
10 delegates.

11 This morning, Monday, July 25, 2022, the
12 administrative and clerical staff continued with the
13 registration process.

14 Registration will continue through the normal
15 operating hours of the UAW 38th Constitutional
16 Convention.

17 A current roll call is available online by
18 going to convention dot UAW dot org.

19 You must sign in with your last name, local
20 union number, and UAW ID, which is printed on your
21 credentials badge.

22 If you find an error in the roll call, or
23 have any questions, please report any issues or changes
24 to the roll call changes desk located at registration.

25 Corrections and additions will be made to the

1 roll call as promptly as possible. The roll call will
2 be updated on the website as changes are made.

3 This concludes my preliminary report on the
4 roll call.

5 I will now introduce your Vice Chairman of
6 the Credentials Committee, Jeremy Rickert.

7 VICE CHAIRMAN JEREMY RICKERT: Thank you,
8 Chairman Jones.

9 Good afternoon, Brother and Sister delegates.
10 My name is Jeremy Rickert. I am the Vice Chairman of
11 the Credentials Committee. I am also a delegate, and
12 Chairman of the Ford Romeo Engine Plant, UAW Local 400
13 out of Region 1, under the strong leadership of
14 Director James Harris and Assistant Director Jason
15 Craig.

16 (Applause)

17 VICE CHAIRMAN JEREMY RICKERT: Your committee
18 received eight appeals. The International Unions
19 President Office and Secretary-Treasurer's Office
20 assisted the committee in gathering information
21 regarding each protest from the local unions, to ensure
22 that all facts were available to the community. We
23 reviewed each protest and considered every fact and
24 appeal that was before this committee before arriving
25 at our decisions.

1 This process was established in order that
2 each appellate, as well as every local union could be
3 treated fairly in our deliberations.

4 Of the eight appeals considered by your
5 Credentials Committee, five were denied and one was
6 granted, ordering Local 276 to rerun their election.

7 Prior to this committee convening, one appeal
8 was granted prior by President Curry under the
9 authority given to him in Article 8, Section 17(f) of
10 our UAW International Constitution, and concurred by
11 this Credentials Committee.

12 Finally, one appeal was withdrawn.

13 Please allow me now, the pleasure of
14 introducing your Recording Secretary, Kim Cook-Bell

15 (Applause)

16 RECORDING SECRETARY COOK-BELL: Thank you,
17 Brother Jeremy.

18 Good afternoon, Brothers and Sisters. My
19 name is Kim Cook-Bell. I'm the Recording Secretary at
20 Local 2250, and also on the Credentials Committee.
21 Elected delegate of the Ethics Advisory Committee of
22 Region 4, under the great, respected, and the trusted
23 leadership of my director, Director Ron McInroy and
24 Assistant Director Brad Dutcher. It's the home of the
25 Pat Greathouse Center.

1 Today, I will be reporting on the appeals
2 submitted by Brother, and second Vice President Keith
3 Crowell, et al, UAW Local 276 out of Region 8.

4 This appeal was received at the International
5 Union UAW on June the 22nd, 2022, and the appellants
6 alleged the following:

7 1. Candidates used their union titles on the
8 ballots.

9 2. Temporary workers were allowed to
10 improperly vote.

11 3. Some candidates improperly used the funds
12 from management. And,

13 4. Local Union 276 required that the
14 candidates have an employee ID number. And that
15 prevented the retirees from being a candidate for the
16 Convention delegate.

17 Based on the documentation received, and
18 after consideration and thorough investigation of all
19 the claims, the Credentials Committee decided to grant
20 the appeal based on the violation of using titles on
21 the election ballots.

22 It was our determination that the delegate
23 election be re-run within the required democratic
24 election process, with the same candidates and the
25 removal of union titles of the candidates off the

1 election list.

2 Of the two, three, and four, the Credentials
3 Committee found no substantiating evidence of the
4 alleged violations.

5 President Curry concurred with our decision,
6 pursuant to the authority granted to him under Article
7 8, Section 17, subsection F, of the UAW substitution.

8 A new election was scheduled to be held on
9 Tuesday, July the 19th of 2022.

10 So as a result of the election, all elected
11 delegates and alternate delegates of the first election
12 were re-elected as delegates and alternate delegates to
13 this convention.

14 The re-run election proved consistent to the
15 will of the membership. In fact, the re-run election
16 served the interest of justice. Therefore, your
17 Credentials Committee recommends that the delegates
18 elected in the re-run election please be seated.

19 Your next speaker will be Brother Mike
20 Blanchard, our Alternate Recording Secretary.

21 (Applause)

22 ALTERNATE RECORDING SECRETARY BLANCHARD:

23 Thank you, Sister Kim.

24 Good afternoon, brother and sister delegates.
25 My name is Mike Blanchard, elected delegate and Vice

1 President, who has the honor to be from UAW Local Union
2 475, out of the greatest region of all, Region 1D.

3 (Applause)

4 ALTERNATE RECORDING SECRETARY BLANCHARD:

5 With the superior leadership of Director Steve Dawes
6 and Assistant Director Scott Zuckschwerdt.

7 I will be reporting on the appeal submitted
8 on behalf of Duane Balinski, Jr., UAW Local Union 174
9 out of Region 1A.

10 The appeal was received in the UAW
11 President's Office on June 20, 2022, alleging he was
12 not notified of the 38th Constitution Convention
13 election for delegates.

14 After careful review of all materials by the
15 Credentials Committee, we find this appeal was
16 untimely. Article 8, Section 17(b) of the UAW
17 Constitution.

18 Now, I'd like to introduce our next speaker,
19 Sister Cathy Rayner.

20 (Applause)

21 DELEGATE CATHY RAYNER: Good morning [sic],
22 Brothers and Sisters. I will be reading the report
23 from Brother Dave Karnafel. He's the Chairman of Local
24 212 out of Region 1. Brother Dave was called away on a
25 family emergency.

1 My name is Cathy Rayner. I'm the president
2 and elected delegate of UAW Local 7770, out of Region
3 9A, under the strong and trusted leadership of Director
4 Beverly Brakeman, and Assistant Director Gordon Deane.

5 (Applause)

6 DELEGATE CATHY RAYNER: The appeal that I'm
7 reporting on is from Kevin Guy of UAW Local 598, Region
8 1D. The appeal was received in the UAW President's
9 Office on June 17, 2022.

10 Brother Guy was a challenger in the UAW Local
11 598 election, in which he claims that adequate
12 safeguards were not in place to conduct a fair and
13 democratic election. He claims corruption and
14 discrimination took place during the election, as well
15 as allowing anti-democratic procedures to take place.

16 The following are the alleged violations:

17 1. The local failed to make a list of
18 nominees available to the membership.

19 2. The Election Committee was not properly
20 elected under Article 8.

21 3. The election was not properly held under
22 article 38.

23 4. Local president, Ryan Buchalski's paid
24 election -- excuse me, paid election assistants and
25 appointed a "volunteer" to assist in the running of the

1 election.

2 5. President Buchalski appointed Cliff Seder
3 to the Election Committee.

4 6. Election Chairperson left to go to
5 another location.

6 After review, the Credentials Committee found
7 no violations of these allegations.

8 Brother Guy also stated 14 charges in
9 accordance with UAW Ethical Codes, Section 4. After
10 the Credentials Committee thoroughly went through each
11 document received, no substantial evidence was found to
12 substantiate claims made in Section 4, items 1 through
13 14.

14 Even if claims were found to be true, the
15 outcome of the election would not have changed.

16 The Credentials Committee recommends that
17 this appeal be denied.

18 I would like to re-call our brother, Alex
19 Goodwin, from Local 898 to the podium. Thank you.

20 (Applause)

21 DELEGATE ALEX GOODWIN: Thank you, Sister
22 Cathy.

23 Good afternoon, Brother and Sister Delegates.
24 My name is Alex Goodwin, elected delegate and
25 committeeman from the great UAW Local 898.

1 Local 898 is part of the greatest region of
2 them all, Region 1A.

3 (Applause)

4 DELEGATE ALEX GOODWIN: Region 1A is led by
5 the first African American female to be elected as
6 Regional Director, Ms. Laura Dickerson.

7 (Applause)

8 DELEGATE ALEX GOODWIN: At Laura's side is
9 the dynamic and capable leadership assistant, Dave
10 Pagac. Assistant Director Dave Pagac.

11 The report I will report on is from Brother
12 Scott Shingledecker, et al., of UAW Local 598. Brother
13 Shingledecker is asking the Credentials Committee to
14 conduct a re-run of the UAW Local 598 38th's Convention
15 Delegate Election based on the alleged violation in
16 accordance with Article 8, Section 17(f) of the UAW
17 International Constitution.

18 The Credentials Committee investigated the
19 alleged violations. They were as follows:

20 The UAW Local 598 president appointed Brother
21 Cliff Seder to the Election Committee.

22 Violation of securing of the polling place
23 due to a retiree meeting being held in the same
24 vicinity.

25 And lastly, union funds were used for

1 campaign purposes, based on the president's signature
2 on the local union monthly newsletter.

3 Based on the documentation received, and
4 after a thorough investigation of all their claims, the
5 Credentials Committee concludes that Appellants failed
6 to show a violation or show how claims, even if proven,
7 would have affected the outcome of the election.

8 Therefore, your Credentials Committee
9 recommend that this appeal be denied.

10 Now, I would like to introduce Sister Kim
11 Janeski of Local 931.

12 Thank you.

13 DELEGATE KIM JANESKI: Thank you, Brother
14 Alex Goodwin.

15 Good afternoon, Brother and Sister Delegates.
16 My name is Kim Janeski, elected Delegate and Financial
17 Secretary-Treasurer of UAW Local 931, out of Region 1A,
18 under the historic leadership of Director Laura
19 Dickerson, the first African American woman to serve as
20 a Regional Director in the history of the UAW
21 International Executive Board.

22 (Applause)

23 DELEGATE KIM JANESKI: And our Assistant
24 Director, Dave Pagac, who I'm proud to say is a past
25 President/Chairman of our Local 931.

1 (Applause)

2 DELEGATE KIM JANESKI: I will be reporting on
3 the appeals submitted by Sister Sharon Bell, of UAW
4 Local 598, Region 1D. The appeal was received in the
5 Secretary-Treasurer's Office on June 16, 2022.

6 The Appellant alleges the following:

7 1. UAW Local 598 President, Ryan Buchalski
8 appointed members to the Election Committee.

9 2. The Election Committee did not consist of
10 a democratically elected standing committee. And,

11 3. UAW Local 598 held a retiree's meeting at
12 the union hall, in the same room with polling. Holding
13 a retiree meeting in the same room as the polling place
14 is a clear violation of the principle of securing the
15 polling place and not allowing loitering.

16 Based on the documentation received, and
17 after consideration and thorough investigation of all
18 claims, the Credentials Committee decided to deny the
19 appeal.

20 The Credentials Committee found no
21 substantiating evidence of alleged violations. And
22 Sister Bell failed to show how claims, even if proven,
23 would have affected the outcome of the election.

24 Thank you.

25 And your next speaker will be Sister Teresa

1 McGinnis.

2 DELEGATE TERESA MCGINNIS: Thank you, Sister
3 Kim.

4 Good afternoon, Brother and Sister Delegates.
5 My name is Teresa McGinnis, elected delegate and
6 President from Local 1811, Region 1D, under the
7 greatest leadership of Director Steve Dawes, and
8 Assistant Director Scott Zuckschwerdt.

9 (Applause)

10 DELEGATE TERESA MCGINNIS: I will be
11 reporting on the appeals submitted on behalf of Mike
12 Caldwell, et al., UAW Local 1005, Region 2B.

13 The appeal was received in the UAW
14 President's Office on June 17, 2022. This appeal is
15 pertaining to the number of delegates allocated to
16 attend the 38th Constitution convention on July 25,
17 2022.

18 The President's Office, along with the
19 Secretary-Treasurer's Office adjusted the delegates to
20 the Local's satisfaction. The Local, in response,
21 withdrew the appeal, and the Credentials Committee
22 accepted the withdraw.

23 Now, I would like to call Brother Josh
24 Fisher. Thank you.

25 (Applause)

1 DELEGATE JOSH FISHER: Thank you, Sister
2 Teresa McGinnis.

3 Good afternoon, Brothers and Sisters. My
4 name is Josh Fisher. I'm a shop chair and elected
5 delegate from UAW Local 1649, Region 8, under the
6 exceptional leadership of Director Mitchell Smith, and
7 Assistant Director Tim Smith. And no, they are not
8 related.

9 (Applause)

10 DELEGATE JOSH FISHER: The appeal that I will
11 be reporting out on is UAW Local 5118, President Koby
12 Ljunggren's appeal. Local 5118's appeal is regarding
13 the local's convention delegate calculations.

14 Local 5118 appealed their delegate
15 calculations of them having one delegate, and argued
16 that it should have been two delegates according to the
17 total per capita taxes based on per capita taxes from
18 December 2017 through November 2021, divided by 48
19 months.

20 The International President's Office
21 sustained the appeal in favor of Local 5118 and added
22 an additional delegate.

23 The Credential Committee reviewed Local
24 5118's appeal and the International President's
25 Office's decision. After review, the Credentials

1 Committee made a motion, and the motion passed
2 unanimously concurring to the International President's
3 Office decision.

4 I would like to call Sister Cathy Rayner from
5 Local 7770 to the podium. Thank you.

6 (Applause)

7 DELEGATE CATHY RAYNER: Good morning, again,
8 Brothers and Sisters.

9 I'm Cathy Rayner, and I will be reporting on
10 the second appeal. That's the second appeal submitted
11 by Sister Sharon Bell of UAW Local 598, Region 1D.

12 The appeal was received in the
13 Secretary-Treasurer's Office on July 18, 2022. The
14 Appellant alleges the following:

15 That Judy Mosier, Recording Secretary, UAW
16 Local 598, improperly handled her Delegate Election
17 Protest.

18 In its examination, the Credentials Committee
19 determined that Sister Bell's appeal was untimely.

20 Further, based on the documentation received,
21 and after a thorough investigation of all claims, the
22 Credentials Committee concluded that even if timely,
23 the Appellant failed to show how the claims, even if
24 proven, would have affected the outcome of the
25 elections.

1 It is my pleasure to introduce you to Brother
2 Cleveland Jones Jr.

3 (Applause)

4 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
5 JONES JR.: Thank you, Sister Cathy.

6 Thank you, very much, Brothers and Sisters of
7 the Credentials Committee. You have all done an
8 amazing job with your research, investigations and
9 reports.

10 The Credentials Committee would like to
11 remind Local Union Election Committees and officers to
12 continue to thoroughly review the UAW Constitution, the
13 International Guide for Local Union Election
14 Committees, and their local union Bylaws when
15 conducting all local union elections.

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

20 (Motion made)

21 PRESIDENT CURRY: Thank you.

22 Delegates, you've heard the report of the
23 Credentials Committee. A motion has been made to adopt
24 the report and its recommendation, is there a second?
25 Any discussion?

1 (Motion supported)

2 PRESIDENT CURRY: Hearing none, all in favor
3 of adopting the report of the Credentials Committee,
4 signify by saying aye. Any opposed, nay.

5 Ayes have it, and the motion is carried.

6 (Motion carried)

7 (Applause)

8 PRESIDENT CURRY: For it stands adopted.

9 It is now my pleasure to introduce our next
10 speaker. Derrick Johnson is a longtime good friend of
11 not just the UAW, but all working people and all who
12 understand the efforts of pursuing racial justice and
13 also, equity.

14 President and CEO of the NAACP since 2017,
15 has taken on Facebook for not doing enough to combat
16 the Russian hackers. He's helped Americans remember
17 Jamestown as the first place where enslaved Africans
18 actually came to America over 400 years ago. He
19 launched the 2020, We Are Done Dying Campaign, which
20 shed light on the vast inequities in the U.S.
21 healthcare system.

22 President Johnson has called on the Biden
23 Administration to establish a cabinet level position
24 focused on advancing the issue of racial justice,
25 supported President Biden's Executive order that

1 established an integracy effort to eliminate systematic
2 racial barriers and to ensure federal policies are
3 rooted in equity.

4 A good friend of ours, and longstanding
5 member and leader of the NAACP, he has helped steer our
6 organization through a period of re-envisioning and
7 reinvigoration. He believes that the collective whole
8 working in unison can achieve the goal of securing
9 civil rights for future generations.

10 He formerly served as the Vice Chair of the
11 NAACP, National Board of Directors, as well as State
12 President for the Mississippi State Conference NAACP.

13 Johnson has also been a longtime supporter
14 for the Nissan workers in Canton, Mississippi who are
15 fighting for UAW representation.

16 Brother Johnson called for a national
17 response to the Coronavirus pandemic that was informed
18 by existing racial disparities and healthcare outcomes,
19 access, coverage, and services as well as the disparate
20 impact of COVID-19 on African Americans and other
21 people of color.

22 A longtime supporter of quality healthcare
23 for Americans, he's long advocated for expanded
24 Medicaid eligibility, affordable health insurance
25 options and investment in community-based healthcare

1 infrastructure through a strong network of equitable
2 located well within resources of healthcare centers
3 born right here in Detroit.

4 Johnson attended Tougaloo College in Jackson,
5 Mississippi, earned his law degree from the Southern
6 Texas College of Law, in Houston. He has also served
7 fellowship with the Congressional Black Caucus
8 Foundation, the George Washington University School of
9 Political Management, and a master's at the Institute
10 of Technology.

11 He has also served as annual guest lecture at
12 Harvard Law School as an adjunct professor at Tougaloo
13 College.

14 Brothers and sisters, UAW Delegates, please
15 -- I give you Derrick Johnson. Please give him a
16 hearty UAW welcome.

17 (Applause)

18 DERRICK JOHNSON: Good afternoon. You know,
19 it's good to be home to see this crowd of individuals
20 from across the country and internationally,
21 representing workers and their ability to collectively
22 bargain in the midst of a political climate where
23 corporations and individuals are seeking to take that
24 right away.

25 It is also good to see the diversity of the

1 crowd. It is a demonstration of what is possible in
2 America. Because in America, it is one in which with
3 we keep democracy strong, we can keep capital in check.
4 But when democracy is weak, capital exploit workers and
5 labor.

6 And what has happened over the last several
7 years is a target attempt -- a targeted attempt to
8 divide a united voice from organized labor. And they
9 use the diversity in the room as a tool against us, to
10 fight us for their profit. They've been using talk
11 radio and news channels to divide us against us for
12 their profit. They have used lies and the big lie to
13 divide us against us for their profit. And to see this
14 group today as you stand and sit here united, you're
15 going to say, no, you will not divide us.

16 (Applause)

17 DERRICK JOHNSON: No, you will not use our
18 future and our family's future as a pawn in a big
19 scheme to push many of us back to where our families
20 found ourselves as we came, not only to this country,
21 but to the areas in which we were born or grew up.

22 I've spoke before this convention and many of
23 your auxiliaries many times. And I always talk about
24 my family and that migration. And I have to remind
25 myself of that because many of your families were the

1 same whether your families migrated from West Virginia
2 or Kentucky, Alabama or Mississippi. Whether or not
3 you found yourself in the midst of a new plant being
4 constructed and an organizer from the UAW came down and
5 they organized that facility to ensure that the quality
6 of life that you deserve for the labor you give is
7 consistent and not out of balance.

8 But I also want to thank your leadership, the
9 men and women who sit on this day, as they really walk
10 through a tumultuous time for this International.
11 Because the last two years haven't been easy for the
12 UAW. In fact, the last three years haven't been easy
13 for the UAW. But as we stand here today, and the
14 integrity of the leadership that you've put in place,
15 this too shall pass.

16 Chuck Browning --

17 (Applause)

18 DERRICK JOHNSON: -- Cindy, and all of the
19 group, they have been able to weather the storm, but I
20 want to give special acknowledgement to my friend Ray
21 Curry. Now, --

22 (Applause)

23 DERRICK JOHNSON: -- Ray is a unique fellow.
24 When you see him, you think he's a linebacker or a
25 lineman on the Detroit Lions' winning team because I'm

1 a Lions' fan whether they win or lose. They lose every
2 year, but they're going to win one year. They're going
3 to win one year.

4 (Applause)

5 DERRICK JOHNSON: But when he speak, he has
6 such a kind and soft demeanor. But when he think, he's
7 an intellectual giant. A combination that many of us,
8 we wish we had, because he's big in stature, pleasant
9 in nature, but he's smart as hell. And because of
10 that, and the reality that he stands in integrity, you
11 have the right leader for this moment. Let's give him
12 a hand.

13 (Applause)

14 DERRICK JOHNSON: And the beautiful thing
15 about Ray, --

16 (Applause)

17 DERRICK JOHNSON: -- because this is not about
18 Ray, but it is, he's the type of person that can bring
19 people together and not stand in the gap of divided
20 realities. Quite frankly, I don't know how he does it.
21 But he can only do it because of the support he get
22 from the members. And he recognize whose shoulders
23 he's standing on.

24 And I was watching the video earlier with
25 Owen Bieber. And growing up in Detroit, the big

1 personalities here was Coleman Young and Owen Bieber.

2 Those were the personalities.

3 And through the back and forward of how
4 Detroit was managing what they called at the time, the
5 Invasion of the Japanese Cars. Y'all remember in the
6 early 80s, they said it was the Invasion of the
7 Japanese Cars? Or during the downturn in auto sales
8 where Chrysler was on the verge of shutting down.

9 And through negotiating one hell of a deal,
10 Owen Bieber and Coleman Young was able to leverage
11 federal funds to rebuild and expand the Chrysler Plant
12 on Jefferson, the Chrysler Plant. Because Chrysler
13 came up with this new car concept that we now call the
14 minivan.

15 And it was through leadership and being able
16 to reach across communities, being able to reach across
17 political dynamics to sit in rooms and craft an
18 opportunity so workers in this city can maintain jobs,
19 and Chrysler could be saved. And many people in my
20 community, their families would be able to provide.
21 Because without being able to reach across the aisles,
22 understanding the political dynamic and strategically
23 looking forward, there would not be a Chrysler as we
24 know it.

25 (Applause)

1 DERRICK JOHNSON: That's important.

2 Because in the backdrop of all of that that
3 was happening, there was economic uncertainty. There
4 was political uncertainty. There was tension among
5 communities. You even had a gentleman just outside
6 Detroit to be killed by workers because they felt that
7 he looked like he could have been Japanese. Therefore,
8 he was the reason why they lost their job.

9 Y'all remember that scenario?

10 Two stories going on at the exact same time.
11 One story of despair and just bad stuff. Another story
12 of looking forward and working through the muck and
13 mire to ensure that workers have an opportunity. A
14 decision point in both places. Do we focus on what's
15 bad, or do we work on what's possible?

16 So the challenge for you here today, are you
17 going to focus on what's bad, or remain united and work
18 towards what's possible? Your job as workers, this
19 union, this venerable International Union, you have
20 made possible what others thought would be impossible.
21 You have made possible what others thought was
22 impossible.

23 And in the muck and mire of the internal
24 reorganization that you are doing so successfully,
25 despite what the newspapers say sometime, in the midst

1 of a political climate where our very democracy is
2 being threatened, in the midst of where people are
3 like, oh my God, are they going to go to \$7 a gallon
4 for gas, you stand here today in this convention
5 convening once again, working through internal as you
6 present externally, focusing on what's possible.
7 United as one community; male, female, young, old and
8 everything else in between, not allowing corporate
9 America to divide you, to give you false information.

10 See, we seen this before in 1980 when they
11 gave us false hope and false information, and used race
12 as a tool against us and put someone in place to break
13 unions up. Whether it was the air traffic controllers
14 or taking down of the Teamsters, it has weakened
15 organized labor in a way in which we still have not
16 recovered.

17 But the one thing that's going to be
18 important, and you can set the trend, uniting in this
19 moment, not allowing corporate interests or political
20 demagogues to divide us to make us versus us the
21 reality. To ensure that we can make possible what
22 others believe is impossible, focusing on what we can
23 do as opposed to the nastiness of the political
24 climate.

25 Yes, gas is high, but you all are building

1 electric vehicles now, too.

2 Yes, the recession is at a place that nobody
3 expected, but you all are negotiating contracts to
4 ensure workers are taken care of because companies are
5 making record profits. Yes.

6 (Applause)

7 DERRICK JOHNSON: Yes, the political climate
8 is one in which we feel as if it's us versus us, but
9 the example in this room demonstrate what is possible.
10 That all the noise out in the political climate can be
11 quashed with workers staying united together as one
12 voice, towards one goal of making democracy work, and
13 ensuring we keep capital in check.

14 So I'm going to close with a simple story. A
15 story of a gentleman who grew up next to me. Someone
16 who was all but my grandfather, although we were not
17 related. Someone who was a worker for Aspen, worked
18 for the garbage, the Detroit garbage truck, and in
19 between drinks because he had a little drinking habit.
20 Just a little. He was a drunk. He said he wasn't an
21 alcoholic because he wasn't going to any meetings. But
22 he knew more about the bible than anyone I have known
23 then and since.

24 And I was walking out the house one day, and
25 I was visibly angry, probably about 14 years old. He

1 said, what's wrong with you. I said ain't nothing
2 wrong with me. He said, yes, it is. He said, you
3 walking around mad and not focused on what is possible
4 is like carrying manure -- he didn't use the word
5 manure -- in your pocket. Nobody stinks but you.

6 You walking around mad is like walking around
7 with manure in your pocket. Nobody stinks but you.

8 But if you empty your pockets, not worry
9 about something that happened yesterday, but focus on
10 what you gone do today and tomorrow, and moving
11 forward, you smell like roses. You will operate and do
12 things that you never could imagine you would be able
13 to do. Then, he took another sip of the drink, and I
14 paused.

15 And from that point forward, if I'm going to
16 be mad about anything, it's about the fight that I'm
17 having forward. It's about the opportunity that I'm
18 creating forward. It's about the collective ability of
19 me teaming up with friends who are like-minded, to do
20 something great forward.

21 I'm only here to tell you this morning, that
22 if you want to be mad about something, don't walk
23 around with manure in your pocket because you stink.

24 (Applause)

25 DERRICK JOHNSON: But be mad about the

1 opportunity forward. What you are here to do is
2 continue to build this union forward. What you are
3 here to do is to organize more workers forward. What
4 you are here to do, to make sure that corporate America
5 don't divide you forward.

6 (Applause)

7 DERRICK JOHNSON: What you are here to do is
8 to set an example of what is possible because America
9 needs you. They need to see you. They need to
10 understand that diversity is our strength, not our
11 weakness. And no one, no one should be able to divide
12 us and create a us versus us reality. You have the
13 right leadership. We have the right opportunity.

14 (Applause)

15 DERRICK JOHNSON: I stand united. Peace and
16 power.

17 (Applause)

18 PRESIDENT CURRY: Let's give another round of
19 applause to Derrick Johnson.

20 (Applause)

21 PRESIDENT CURRY: So, at this time, we're
22 going to present the Activist Award. The Owen Bieber
23 Social Activist Award is one of the highest honors
24 given by this Union. It recognizes a person's
25 extraordinary commitments, their calls to social

1 justice, something that's close to the very heart of
2 our Union.

3 The award is named in the honor of our UAW
4 President Emeritus, Owen Bieber, whom we lost in 2020.
5 He was a leading voice for democracy, and justice both
6 here and around the world.

7 This prestigious award is given to
8 individuals to advance the cause of freedom, justice,
9 equality, and human dignity. I call Derrick Johnson a
10 personal friend, and an inspiring ally in the fight for
11 social justice. He has stood with us on organizing
12 campaigns, and on picket lines.

13 Derrick, on behalf of this great union, our
14 active members, retirees, and our International
15 Executive Board, we present to you the Owen Bieber
16 Social Justice Award. Your activism and fighting
17 spirit embody everything that this award is about.

18 (Applause)

19 DERRICK JOHNSON: You see how tall Ray is?
20 The podium was way up. It's on my nose now.

21 (Laughter)

22 DERRICK JOHNSON: You know, I want to thank
23 not only Ray, but all of the members of the UAW for the
24 longstanding partnership. Because I understand that
25 there's only one movement. It isn't a Workers Rights

1 Movement or Civil Rights Movement, it's one movement.

2 And that movement has always been about preventing
3 workers for being exploited for free or cheap labor.

4 I'm in the fight with you. Let's continue to
5 fight. Because when we fight, we will win. Take care.

6 (Applause)

7 PRESIDENT CURRY: At this time, I call up the
8 Chairperson of Rules Committee for a report. I'd like
9 to call up Clarence Brown, Chairperson of the Rules
10 Committee, to present their report.

11 RULES COMMITTEE CHAIRPERSON CLARENCE BROWN:

12 Thank you, Chairperson.

13 As you know, my name is Clarence Brown,
14 president of UAW Local 31, in Region 4, under the
15 direction of Ron McInroy and Assistant Director, Brad
16 Dutcher.

17 (Applause)

18 RULES COMMITTEE CHAIRPERSON CLARENCE BROWN:

19 I am the 2022 Rules Committee Chairperson.

20 Chairperson, officers, International Board
21 Members, distinguished guests, sisters and brothers to
22 this 38th Constitutional Convention assembled here in
23 Detroit, Michigan, on this 25th day of July, 2022, we,
24 the Rules Committee, designated by the International
25 Executive Board of the UAW, met in official session at

1 the Westin Hotel in Southfield, Michigan, on July the
2 18th, 2022, and subsequent dates, to formulate what we
3 collectively believe to be necessary and pertinent for
4 this convention.

5 The committee reviewed proposed resolutions
6 pertaining to the Convention rules and the procedures
7 of past conventions, giving consideration to the
8 positions expressed by delegates of prior conventions,
9 relative to convention procedures and rules.

10 During our examinations of past conventions
11 and proceedings, special attention was given to the
12 procedures related to committee reports, resolutions,
13 constitutional amendments, officers and Executive Board
14 members' nominations and other activities which will
15 expedite the required work of the 38th Constitutional
16 Convention.

17 These rules, we are confident, are fair,
18 democratic, workable, and will permit delegates to this
19 convention of the International Union United Automobile
20 Workers, Automobile, Aerospace and Agriculture
21 Implement Workers of America, the UAW, to express their
22 own views, observe the opinions and positions of other
23 delegates, and to conclude in a true democratic
24 fashion, the business of this convention.

25 The committee wishes to express its

1 appreciation and thanks to President Ray Curry and his
2 staff, for the cooperation and assistance provided to
3 our committee in drafting and preparing the rules for
4 this convention.

5 Your committee is elated to have been
6 designated to serve, and unanimously recommends the
7 following convention procedure and rules:

8 CONVENTION PROCEDURE:

- 9 1. Call to order.
- 10 2. At the first session, the
11 Secretary-Treasurer shall read the Convention Call, and
12 after each session, shall make all announcements and
13 read communications before adjournment. That was two.
- 14 3. Reports of the Credentials Committee.
- 15 4. Reports of the Rules Committee.
- 16 5. Reports of all committees, partial or
17 incomplete -- or complete.
- 18 6. Completion of all convention business.
- 19 7. Adjournment.

20 CONVENTION RULES

- 21 1. ROBERT'S RULES OF ORDER.

22 The revised Robert's Rules of Order shall be
23 the guide on all matters growing out of this
24 convention, not herein, providing.

- 25 2. TIME SCHEDULE (DAILY).

1 The Convention shall be in session in
2 accordance with the following schedule:

3 Monday, July 25th, 12:00 p.m. until recess.

4 Tuesday, July 26th, 9:00 a.m. until recess.

5 Wednesday, July 27th, 9:00 a.m. until recess.

6 Thursday, July 28th, 9:00 a.m. until
7 adjournment.

8 3. NIGHT SESSIONS.

9 A night session of the Convention shall be
10 held on any day on which action is passed by a majority
11 of the delegates present to hold a night session. The
12 Convention shall determine the time to convene and
13 recess a night session.

14 4. RECOGNITION TO SPEAK.

15 A delegate -- number A. A delegate desiring
16 the floor must remain at his or her assigned seat until
17 recognized by the Chairperson.

18 B. Any delegate recognized by the
19 Chairperson must state his or her name and local union
20 number before speaking.

21 C. If a delegate, while speaking, is called
22 to order, he or she shall, at the request of the
23 Chairperson, must remain silent until the question is
24 decided.

25 D. A Delegate, International Officer, and/or

1 International Representative shall be allowed to have
2 the floor, not to exceed five minutes for debate each
3 time he or she is recognized to speak, unless his or
4 her time of speaking is extended by the consent of the
5 majority of the Convention delegates.

6 The above limitations on debate does not
7 include submitting of reports by officers, department
8 heads, and members of the Convention committee --
9 committees.

10 No Delegate, International Officer, and/or
11 International Representative shall be allowed to speak
12 twice on any issue until all who are desirous of
13 speaking have had a chance to speak.

14 5. MOTIONS AND AMENDMENTS.

15 A motion --

16 A. A motion shall not be open for discussion
17 until the motion has been duly accepted by the
18 Chairperson.

19 B. The Chairperson shall clearly repeat to
20 the Convention, all motions and amendments duly made
21 and seconded. And thereafter, the motion or amendment
22 shall be subject to debate. The Chairperson shall
23 again, repeat the motion or amendment immediately prior
24 to the vote they're on.

25 No motion or resolution shall be voted upon

1 until the mover or introducer has had an opportunity to
2 speak on the motion or resolution, if he or she so
3 desires.

4 At this time, I would like to bring up Rules
5 Committee Member Brother Derrick Jackson to the podium
6 to continue reading the Convention rules.

7 (Applause)

8 RULES COMMITTEE CHAIRPERSON DERRICK JACKSON:
9 Thank you, Chairperson.

10 Good afternoon. My name is Derrick Jackson.
11 I'm an elected delegate and Chairperson from Local 2500
12 in Region 1, under Director James Harris and Assistant
13 Director Jason Craig.

14 (Applause)

15 RULES COMMITTEE CHAIRPERSON DERRICK JACKSON:
16 I will continue reading through -- reading the rules.

17 6. TIMEKEEPERS.

18 Two Timekeepers shall be appointed by the
19 Chairperson at the opening of each session.

20 7. COMMITTEE REPORTS.

21 Reports of committees shall be subject to
22 concurrence or non-concurrence from the floor. In case
23 the recommendation of the committee is voted down, it
24 shall refer -- be referred back to the committee, which
25 shall amend its report in accordance with the intent

1 and decisions of the Convention, and shall bring back
2 its amended report at the time decided upon by the
3 majority of the delegates present.

4 Should the amended report of the committee
5 prove unsatisfactory to the Convention, then such
6 report shall be subject either to rejection, or to any
7 amendments or substitutions decided on by the majority
8 of the delegates present.

9 8. MAJORITY AND MINORITY REPORTS.

10 Whenever there is a majority and minority
11 division on a committee, both the majority and minority
12 shall be entitled to report to the Convention.

13 Thereafter, the Chairperson shall entertain
14 debate on both reports at the same time, recognizing
15 alternate debate on minority and majority reports. And
16 anyone wishing to speak against both reports shall be
17 in order.

18 The votes of concurrence or non-concurrence
19 shall be put first on the minority report, and second
20 on the majority report. All committees shall be
21 restricted to a minority and majority report.

22 9. RESOLUTIONS AND CONSTITUTIONAL CHANGES.

23 Resolutions or constitutional changes
24 submitted by local unions shall be reported out of
25 committee as the first order of business in their next

1 report, when requested by at least 136 delegates. The
2 Chairperson will ask for a show of hands when
3 requested.

4 10. CLOSING DEBATE.

5 It shall require at least 45 delegates to
6 move the previous question.

7 11. ROLL CALL VOTE.

8 A. It shall require at least 318 delegates
9 to move a roll call vote on any question.

10 B. When a roll call vote has been started,
11 no adjournment shall take place until the voting is
12 completed.

13 C. When a roll call has been taken and all
14 delegates present have had an opportunity to record
15 their votes, the balloting shall be declared closed.

16 12. SERGEANT-AT-ARMS.

17 The Sergeant-At-Arms shall, at all times,
18 keep proper check on delegates and guests, see that
19 they are seated in their proper places, and that order
20 is maintained.

21 13. APPEALS.

22 A delegate desiring to appeal from the
23 decision of the Chairperson must be recognized for the
24 purpose of such appeal before any delegates are
25 recognized for any other purpose.

1 14. SEATING OF DELEGATES.

2 Once a delegate is seated by the Convention,
3 he or she becomes the property of the Convention, and
4 only by a majority vote of the Convention delegates can
5 he or she be removed as such.

6 15. VOTING.

7 Except on roll call votes, all voting shall
8 be by voice or a show of hands. But the Chairperson of
9 the Convention may call for a standing vote when in
10 doubt.

11 16. ALTERNATE DELEGATES.

12 A. Alternate delegates will be permitted on
13 the Convention floor only after having been seated by
14 the Convention upon recommendation of the Credentials
15 Committee.

16 B. Alternate delegates from the unit group
17 shall be the only ones to replace the regular delegates
18 from that unit. If no duly elected alternate has been
19 elected from that unit, or the number of alternates
20 from a unit has been exhausted, an alternate from the
21 local union may replace such delegate.

22 17. CONVENTION QUORUM.

23 Twenty-five percent of the delegates shall
24 constitute a convention quorum.

25 18. NOMINATIONS OF OFFICERS AND ELECTION OF

1 TRUSTEE.

2 A. Nominations for the office of
3 International President, Secretary-Treasurer, Vice
4 Presidents, and one Trustee shall take place during the
5 morning session on the third day of the Convention,
6 Wednesday, July 27, 2022.

7 B. Following a completion of nominations for
8 each office, nominees shall be polled in reverse order
9 of nomination for acceptance or declination. Nominees
10 shall not be permitted to make acceptance or
11 declination speeches.

12 C. Following the nomination of officers, one
13 Trustee shall be elected via roll call vote. And any
14 subsequent run-off election necessary shall be
15 conducted in the same manner.

16 19. NOMINATIONS OF THE REGIONAL DIRECTORS.

17 Nominations of the regional directors shall
18 take place during the afternoon or evening of the third
19 day of the Convention, Wednesday, July 27, 2022.

20 20. GUEST SPEAKERS.

21 Guest speakers invited by either the
22 International Executive Board or the Convention, shall
23 be introduced at their convenience by the Chairperson.
24 Provided, however, that no speaker on the floor shall
25 be interrupted.

1 21. AMENDMENT OR SUSPENSION OF RULES.

2 These rules may be amended or suspended only
3 by a two-thirds vote of the delegates present.

4 These rules have been approved by the Rules
5 Committee. Our Chairman, Clarence Brown from Local 31,
6 in Region 4, Irvin Berrios, Vice-Chair, Local 712 in
7 Region 9A; Recording Secretary, Miya Williamson from
8 Local 6000 in Region 1A; Amy Castanon, Local 2256 in
9 Region 1D; Latoya Johnson, Local 9 in Region 2B;
10 Zachary Olson, Local 79 in Region 4; Marcus Sheckles,
11 Local 862 in Region 8; Brian Wiggins, Local 2367 in
12 Region 9; and my name is Derrick Jackson, Local 2500,
13 Region 1, Chairperson on behalf of the Rules Committee.

14 I rule for the -- I move for the adoption of
15 the rules as read in this report. Thank you.

16 (Applause)

17 PRESIDENT CURRY: Delegates, you have heard
18 the report of the Rules Committee.

19 A motion has been made to adopt.

20 Is there a second?

21 (Motion supported)

22 PRESIDENT CURRY: Any discussion?

23 There is a discussion. We are going to go
24 recognize mic 6.

25 DELEGATE AIMEE VON BOKEL: My name is Aimee

1 Von Bokel. I am from Local 2320.

2 And I would like to make a motion to amend
3 Rule 9 to reduce the threshold for calling a resolution
4 or amendment out of committee, to 5 percent of the
5 delegates, which would be 45 delegates at this
6 convention.

7 (Motion made)

8 PRESIDENT CURRY: Is there anyone else to
9 speak on that?

10 DELEGATE JORDAN BARBEAU: Mr. Chairman, my
11 name is Jordan Barbeau, from Local 2320, out of
12 Region 9A.

13 And thank you to Region 9A Director, Beverly
14 Brakeman.

15 There are a number of reasons why Rule 9
16 should be amended.

17 These locals have worked really hard on these
18 resolutions and amendments that have not been able to
19 be included in the submissions book. And it's
20 something that people have put a lot of time into, and
21 they deserve to have those things debated.

22 It never hurts to bring more ideas to the
23 floor. If the rest of the Convention doesn't support
24 it, then they can vote it down or table it. And, you
25 know, if there are concerns about time, we can

1 streamline the process by which they get submitted in
2 time for people to review them in advance.

3 And it's just important to make sure that
4 everybody has an opportunity to review those options.

5 To never even present them to the rest of the
6 delegates, it's not fair to the rank and file members
7 that have put so much time and effort into developing
8 those.

9 (Applause)

10 DELEGATE JORDAN BARBEAU: And I do want to be
11 clear that I thank the Resolution and Constitutional
12 Committees for their work on this. There were a lot
13 that they had to sift through. And they have done a
14 great job.

15 It's a shame that they don't have a bigger
16 booklet that they can put the submitted resolutions
17 into. But, you know, if it's something that got enough
18 support to get through the Local, to get through
19 Regional, then it's something that should be presented
20 to all of the delegates for consideration.

21 PRESIDENT CURRY: Thank you, Delegate.

22 (Applause)

23 PRESIDENT CURRY: Thank you, Delegate.

24 Rule 9 has been called to be removed from the
25 package of the rules that were presented by the

1 Committee.

2 We will now have a vote on Rule 9.

3 Is there such a motion?

4 Point of order, we are going to continue to
5 debate on the rest of the rules.

6 Rule 9 has been pulled for a vote.

7 Is there any question, any other debate on
8 the remaining rules?

9 DELEGATE JORDAN BARBEAU: My understanding is
10 that Rule 9, the motion is to amend, not to remove.

11 PRESIDENT CURRY: Rule 9 will be removed from
12 the package of rules presented by the committee and
13 will be debated as such.

14 Thank you, Delegate.

15 DELEGATE JORDAN BARBEAU: Mr. Chairman, I
16 would like to be recognized on another rule.

17 PRESIDENT CURRY: Could we recognize another
18 delegate at this time, Delegate?

19 Delegate at mic 7.

20 DELEGATE DANIEL VICENTE: Yeah. My name is
21 Daniel Vicente. I am from Local 644, out of Region 9,
22 under the direction of Jeff Binz.

23 I would just like to lend my support to
24 amending Rule Number 9. I think that rule would more
25 easily allow delegates to call --

1 PRESIDENT CURRY: Delegate, I am going to
2 have to call you out of order.

3 I just referenced the fact that Rule 9 will
4 be pulled separately.

5 And we are entertaining any other rules that
6 were presented by the committee.

7 Rule 9 will be debated as such and voted up
8 or down at that time. Thank you.

9 Mic number 6.

10 DELEGATE NATALIE JAMES: Thank you, Chairman.

11 Natalie James, from Local 2320.

12 I move to amend Rule 7, to enable amendments
13 or resolutions from the floor and to allow the
14 threshold for doing so to 5 percent, or 45 delegates of
15 this convention.

16 (Motion made)

17 DELEGATE NATALIE JAMES: Thank you.

18 (Motion supported)

19 PRESIDENT CURRY: That is not Rule 7,
20 Delegate.

21 DELEGATE NATALIE JAMES: A moment, Chair.

22 PRESIDENT CURRY: That would be out of order.

23 Any additional delegates to be recognized
24 with regarding the current rules that were discussed,
25 presented by the committee?

1 Anybody wanting to be recognized?

2 You have to go to the mic to be recognized,

3 Delegate.

4 Recognize mic 1.

5 DELEGATE SCOTT HOULDIESON: Is it on?

6 I appeal for the decision of --

7 PRESIDENT CURRY: Delegate, please state your

8 name and region and Local number.

9 DELEGATE SCOTT HOULDIESON: My name is Scott

10 Houldieson, UAW Local 551, in Chicago, Region 4.

11 And I appeal from the decision of the Chair

12 to rule the motions out of order, to amend Rule 7.

13 PRESIDENT CURRY: Delegate, the motion,

14 discussion that took place at mic 6 did not recognize

15 Rule 7.

16 If there is such discussion for Rule 7, the

17 Chair would entertain that.

18 DELEGATE SCOTT HOULDIESON: It was a

19 discussion on Rule 7.

20 PRESIDENT CURRY: Delegate at mic 1, we will

21 allow the delegate that was at mic 6 to come back and

22 restate her discussion around Rule 7, to make sure that

23 the body clearly heard her communication.

24 Thank you, delegate at mic 1.

25 Delegate that was at mic 6, if you would like

1 to restate your discussion on mic 7, please return to
2 mic 6, delegate.

3 DELEGATE NATALIE JAMES: I move to amend
4 Rule 7 to enable amendments to resolutions from the
5 floor. And to lower the threshold for doing so to
6 5 percent.

7 (Motion made)

8 PRESIDENT CURRY: Delegate, we will remove
9 Rule 7 from the rules presented by the committee.

10 Rule 7 and Rule 9 now will be debated and be
11 voted up or down by the Convention.

12 Delegate to be recognized at mic 6.

13 DELEGATE ROBERT REYNOLDS: Yes, Chairman.
14 Bob Reynolds, Local 897, under Jeff Binz, Region 9.

15 I just need a clarification on "recognize to
16 speak."

17 On A, it says, "A delegate desiring the floor
18 must remain at his or her assigned seat until
19 recognized by the chairperson."

20 And I think there is a lot of confusion out
21 here right now because you are walking up.

22 So if we could have a clarification on that,
23 it would be most helpful.

24 Thank you.

25 PRESIDENT CURRY: Brother, appreciate that

1 message.

2 At this point, the rules have not been
3 adopted. And that's why that action has taken place.
4 But we will once the rules are adopted.

5 But thank you.

6 Seeing no other delegates, all in favor of
7 adopting the rules minus Rule 7 --

8 (Motion supported)

9 PRESIDENT CURRY: Mic 4 is recognized.

10 DELEGATE STEPHANIE RILEY: Thank you.

11 My name is Stephanie Riley. I am with Local
12 598, Region 1D.

13 And the rule that I am addressing is Rule
14 Number 15. "Except on roll call votes, all voting
15 shall be by voice or a show of hands. But the
16 chairperson of the Convention may call for a standing
17 vote when in doubt."

18 And I am speaking for the membership.

19 The roll call vote, the show of hands is
20 highly unsatisfactory to our membership, because they
21 feel it puts pressure on the delegates to vote with the
22 leadership being present, and seeing how they vote.
23 And they don't really like it. So I wanted to address
24 that. And I don't know what the answer is. Possibly
25 electronic voting, ballot voting. But I just wanted to

1 make sure that I brought that up.

2 PRESIDENT CURRY: So you are asking that to
3 be amended to which version?

4 DELEGATE STEPHANIE RILEY: Electronic. Let's
5 go with that.

6 PRESIDENT CURRY: Delegate at mic 4, you
7 could propose an amendment to the 15th rule.

8 But the version that you propose at this
9 time, you need to propose an actual amendment to Rule
10 15.

11 DELEGATE STEPHANIE RILEY: Okay. The
12 proposed amendment is -- well, it says, Except on local
13 votes, there will be no roll call votes. All voting
14 will be done by secret ballot or by electronic voting,
15 secret electronic voting. How about that?

16 PRESIDENT CURRY: Thank you. Delegate at mic
17 4. Mic 3.

18 DELEGATE MICHAEL CARTWRIGHT: Thank you.

19 My name is Mike Cartwright, UAW Local 276,
20 Region 8.

21 I would like to make a motion to accept all
22 the rules that's read by the committees.

23 (Motion made)

24 (Motion supported)

25 PRESIDENT CURRY: There's a motion and

1 there's support to adopt all the rules.

2 There is Rule 7 and Rule 9 that have been
3 removed from the rules that were discussed and
4 presented by the committee.

5 All in favor, signify by saying aye.

6 Any opposed?

7 The ayes have it and the motion is carried on
8 adopting the rules other than Rules 7, 9, and 15.

9 (Motion carried)

10 (Applause)

11 PRESIDENT CURRY: So we will now entertain
12 debate on the committee reports rule to be amended.

13 The Chair recognizes discussion for debate on
14 Rule Number 7, Committee Reports.

15 One waving the white piece of paper on the
16 side in Region 1. Mic 3.

17 DELEGATE WILLIAM PARKER: Thank you very
18 much, Brother Curry. My name is Bill Parker. I am a
19 delegate from Local 1700, out of Region 1. James
20 Harris is our Director.

21 The report, the person who made the motion on
22 modifying Rule Number 7, I believe stated, well, that
23 there needs to be the ability of the Convention to make
24 changes to the resolutions that are presented to us by
25 the committees. That it's not sufficient to follow

1 these rules.

2 These rules state that we would have to vote
3 it down, have the committee rediscuss the question,
4 give us a second presentation. We would have to vote
5 that down a second time before this body could even
6 offer a substitute or amendments.

7 But clearly, our constitution makes this body
8 the premier governing body of our union. And,
9 therefore, this body of delegates assembled in
10 convention should be able to have the right to make
11 amendments or substitute motions on the important
12 issues that come before us.

13 So I support the change on Resolution Number
14 7, to allow for greater ease of participation by the
15 delegates, and to allow for changes to the resolutions
16 that have been presented to us.

17 Thank you.

18 PRESIDENT CURRY: Thank you, delegate.

19 (Applause)

20 PRESIDENT CURRY: Additional delegates to
21 speak on the debate for committee reports, Rule
22 Number 7.

23 The Chair will recognize someone holding the
24 orange hat.

25 Mic number 6.

1 DELEGATE RACHEL PETHERBRIDGE: Thank you all
2 very much. My name is Rachel Petherbridge, she/her
3 pronouns, from Local 5118, Harvard Graduate Students
4 Union.

5 I would like to speak in support of the
6 change to Rule 7.

7 I also want to thank the Rules Committee, the
8 Constitution Committee, and the Resolutions Committee
9 for all the hard work that y'all have done to get this
10 ready. I have read the resolutions proposal packet in
11 detail. And the resolutions are excellent.

12 However, some could be made stronger. And I
13 think it is our right to be able to make these
14 amendments to these resolutions on the floor.

15 Thank you.

16 PRESIDENT CURRY: Thank you, Delegate.

17 Is there anyone else wanting to be recognized
18 to speak on committee reports, Rule Number 7?

19 The Chair sees no one else wanting to be
20 recognized.

21 The Chair would entertain a motion to end
22 debate on Rule Number 7.

23 (Motion made)

24 (Motion supported)

25 PRESIDENT CURRY: There is a motion and

1 support.

2 All in favor of end of debate on Rule
3 Number 7, signify by saying aye.

4 Any opposed?

5 Ayes have it and the motion is carried.

6 (Motion carried)

7 PRESIDENT CURRY: The Chair would now
8 entertain a vote on adopting amendments to Rule
9 Number 7 as proposed by the delegates that spoke, of
10 changing the threshold on Rule Number 7. Threshold
11 would specifically be changed.

12 Currently it is 15 percent required to make
13 adjustments. And where that total was 136, it would be
14 changed to 5 percent of the delegates, which was
15 proposed as 45.

16 (Motion made)

17 (Motion supported)

18 PRESIDENT CURRY: All in favor, signify by
19 saying aye.

20 All opposed, signify by saying nay.

21 We are going to need a show of hands. The
22 voices cannot be identified.

23 All in favor of modifying Rule Number 7,
24 signify by saying I and raising your hands.

25 All opposed, signify by saying nay, and raise

1 your hands.

2 I think it is clear that Rule Number 7 is
3 defeated and the nays have it.

4 (Applause)

5 PRESIDENT CURRY: The Chair would now
6 entertain a discussion on Rule Number 9 for debate.

7 Recognize someone with the pink folder.
8 Please go to mic number 7.

9 DELEGATE DANIEL VICENTE: Thank you. Again,
10 my name is Daniel Vicente, 644, Region 9, under
11 Mr. Jeff Binz.

12 I stand in support of amending Rule 9,
13 lowering the threshold from 136 delegates to 45
14 delegates. This rule change would more easily allow
15 delegates to call resolutions and amendments proposed
16 by our locals out of committee so that we, the elected
17 delegates, could more democratically debate and address
18 concerns and opinions of our members.

19 If locals have worked hard enough to submit
20 resolutions, we should at the very least entertain
21 these for debate.

22 This rule change, in my opinion, would work
23 to prove our commitment to giving voice to all members,
24 and help us in a small way regain some of the trust
25 lost during the corruption investigations.

1 Thank you.

2 PRESIDENT CURRY: Thank you, Delegate.

3 (Applause)

4 PRESIDENT CURRY: The Chair recognizes
5 someone waving a red folder, near mic 7. Please go to
6 mic 8.

7 DELEGATE GARY WALKOWICZ: Gary Walkowicz,
8 Local 600.

9 I support amending Rule 9 to make the
10 threshold 45 votes, to bring a resolution out of
11 committee.

12 Now, I think our members feel very much
13 disconnected oftentimes for what happens at this
14 convention.

15 And I think if our members in their Local
16 Union Meetings feel strong enough to come out and vote
17 for a resolution, I think they should have the
18 opportunity for us to debate that resolution here.

19 And I think the threshold of 45 delegates out
20 of this body should be sufficient to have that debate
21 held in front of the delegates and for the benefit of
22 membership.

23 So I support amending Rule 7 to make the
24 threshold 45 votes.

25 PRESIDENT CURRY: Is that Rule 7 or Rule 9,

1 Delegate at mic 8?

2 DELEGATE GARY WALKOWICZ: Excuse me, I am
3 sorry. I misspoke. It is Rule 9.

4 (Applause)

5 PRESIDENT CURRY: Thank you, Delegate.

6 The Chair recognizes someone holding a yellow
7 paper, here in Region 8. Please go to mic 2.

8 DELEGATE KEITH BROWN: My name is Keith
9 Brown. I am a delegate from Region 8, Local 2865.
10 Proud member.

11 And I support amending Rule 9. I know
12 probably most of us don't want to spend much time
13 talking about the rules.

14 I want to get to talking about the issues
15 that matters to our members, like ending tiers, like
16 building strong strikes that can build the contracts
17 that beat back the corporate attack we are facing in
18 the most profitable years of the Big 3.

19 And what that's going to take is bringing
20 resolutions and amendments to the floor that were
21 approved by locals representing over 40 percent of the
22 membership on tiers and strike pay. Those were not
23 brought into the agenda.

24 But if we adopt this rules change, we will
25 ensure that we can bring a discussion.

1 I know not everybody here might support those
2 amendments. But I want to hear your ideas for ending
3 tiers, and for beating back this corporate attack and
4 rebuilding the strong union we all want in this room.

5 Thank you.

6 (Applause)

7 PRESIDENT CURRY: Thank you, Delegate.

8 The Chair recognizes the Delegate in Region 1
9 with the hat. Please go to mic 3.

10 DELEGATE RONALD BOYER: Good morning,
11 everybody, or afternoon, whatever time it is. We have
12 been at this for an hour.

13 My name is Rich Boyer. I'm skilled trades
14 committeeman out of Local 140, UAW.

15 I want to stand and rise in support of this
16 motion. You know, I think that we have an obligation
17 to our memberships. They send us out here to do
18 business of the membership. They give us the
19 resolutions. They tell us to come out here to debate,
20 and to come back with a good constitution that will
21 support them and support what we have to do.

22 The resolution book, there's a lot of things
23 that were taken out of that, as I breezed through it
24 last night.

25 Guys, we're here for a whole week. Let's

1 take the time to do the business of our memberships
2 that we are elected to do. Let's don't just come here
3 and hurry up to get out of the building so that we can
4 go visit Detroit and sit in the bars and bullshit.
5 Let's do our jobs. Thank you.

6 (Applause)

7 PRESIDENT CURRY: Thank you, Delegate.

8 (Applause)

9 PRESIDENT CURRY: The Chair recognizes the
10 delegate near mic 7.

11 (Applause)

12 DELEGATE ROBERTA GAINER: Good afternoon. My
13 name is Roberta Gainer. I am from Local 774.

14 I have a question regarding the voting
15 process.

16 When you ask for a show of hands, how do you
17 know whether or not they are delegates that are raising
18 their hands when we have distinguished guests and other
19 members seated on the floor?

20 PRESIDENT CURRY: Delegate, we know that,
21 because the distinguished guests are seated to my left
22 and your actual right.

23 Actual delegates for this convention are
24 seated on the floor in the respective delegate
25 locations.

1 Alternate delegates are seated in the back
2 galleries along with our guests.

3 (Applause)

4 DELEGATE ROBERTA GAINER: Well, I have
5 distinguished guests on the floor.

6 PRESIDENT CURRY: Your distinguished guests
7 should not be sitting on the floor.

8 Your distinguished guests were clearly
9 instructed upon entering this convention hall that
10 their seating is to my left and your right.

11 DELEGATE ROBERTA GAINER: Okay. Where are
12 they supposed to be seated?

13 PRESIDENT CURRY: There is a section right
14 over there where folks are waving their hands at. And
15 that's where all the distinguished guests are. And
16 those distinguished guests found their way to their
17 seats.

18 DELEGATE ROBERTA GAINER: Okay. Well, I
19 guess they just moved over there. So if there's any --
20 could you please say if there's any distinguished
21 guests that are --

22 PRESIDENT CURRY: If there's any
23 distinguished guests that are currently sitting
24 anywhere on the floor, at a Local Union Seating, or
25 International Retired Workers Council, please move from

1 the current seat to the area designated for
2 distinguished guests.

3 DELEGATE ROBERTA GAINER: Thank you, Brother
4 Curry.

5 PRESIDENT CURRY: Thank you, Sister.

6 The Chair sees no one else with hands waved.

7 Oh, there's one from Region 4. Please go to
8 mic 2.

9 DELEGATE JASON STARR: Good afternoon,
10 Brothers and Sisters. My name is Jason Starr,
11 President of UAW Local 249 of the Kansas City Ford
12 Assembly Plant.

13 Brothers and Sisters, I rise today in
14 opposition of the change to Rule 9.

15 We are here to do the work of our members.
16 They work tirelessly on behalf of the companies and
17 this UAW every day.

18 But we are here to build consensus. And with
19 that consensus, build power. And if we don't come here
20 with the ability to build consensus, and the ability to
21 raise 136 delegates, we have the required
22 responsibility to commit our time in an effective way.

23 And if you can't build consensus with 136
24 delegates, we should spend our time more wisely.

25 (Applause)

1 DELEGATE JASON STARR: I rise in opposition.

2 And I challenge us to build consensus.

3 PRESIDENT CURRY: Thank you, Delegate.

4 The Chair recognizes the guy with the folder,
5 white folder. Please go to mic 1.

6 DELEGATE SCOTT HOULDIESON: Good afternoon,
7 everyone. My name is Scott Houldieson, UAW Local 551,
8 Region 4.

9 I support this amendment to Rule Number 9.
10 The reason I support this amendment is because despite
11 the hard work of the Resolutions Committee and the
12 Constitution Committee, a lot of the ideas of our
13 members get put on the table, placed on the table,
14 often at the direction of somebody on staff.

15 I'm sorry, but our members have to be the
16 highest priority in this union. So we have to
17 understand --

18 (Applause)

19 DELEGATE SCOTT HOULDIESON: We have to
20 understand we are here to represent their interests and
21 to make arguments on their behalf.

22 And to lower this threshold allows for our
23 members' ideas to actually come forward and be debated
24 in an honest manner. So that we can come to an
25 agreement or disagreement. But eventually after we

1 debate these ideas, we are going to vote them up or
2 down.

3 So let's give them a voice. Let's give them
4 a voice.

5 PRESIDENT CURRY: Thank you, Delegate.

6 (Applause)

7 PRESIDENT CURRY: The Chair recognizes the
8 delegate here in Region 8. Please go to mic 3.

9 The Chair would also ask again, because I
10 have gotten another note, any distinguished guests that
11 are sitting amongst the delegates, please remove
12 yourself from the delegate area, and please be seated
13 in the distinguished guests area. Thank you.

14 The Chair recognizes mic 3.

15 DELEGATE JAMES BRADSHAW: Good afternoon.
16 James Bradshaw, Local 218, out of Dallas, Fort Worth
17 area.

18 I would like to make a motion to end all
19 debates.

20 (Motion made)

21 DELEGATE JAMES BRADSHAW: We support our
22 union leadership. Thank you.

23 PRESIDENT CURRY: Thank you, Delegate.

24 There is a motion.

25 Is there a support?

1 (Motion supported)

2 PRESIDENT CURRY: Delegate holding the yellow
3 piece of paper, with regard to your question on point
4 of order.

5 Seeing no yellow paper this time, there was a
6 motion to end debate and there was support.

7 All in favor of ending debate, signify by
8 saying aye.

9 All opposed?

10 Ayes have it.

11 (Motion carried)

12 PRESIDENT CURRY: And the debate has ended.

13 We will now have a vote of up or down on Rule
14 Number 9.

15 All in favor of amending Rule 9 from 136 to
16 45 delegates, please signify by saying aye.

17 All opposed?

18 Rule 9 has been defeated. The nays clearly
19 have it.

20 (Motion defeated)

21 PRESIDENT CURRY: We will now move to debate
22 on Rule Number 15. Rule Number 15, debate to modify
23 Rule 15, with regard to going to secret ballot.

24 The Chair recognizes the delegate in Region 4
25 with your hand up.

1 Please go to mic number 2.

2 DELEGATE STEVEN COLLINS: Steve Collins,
3 Local 751, Region 4.

4 Leave it as is. We came here. You all work
5 for us. Vote. That's what you are sitting here for.
6 Not secretly. We have had enough keyboard warriors in
7 this world. Stand up and be counted.

8 (Applause)

9 DELEGATE STEVEN COLLINS: It's something we
10 were sent here, we have done it for years, and there's
11 nothing wrong with having somebody come up and say,
12 this is the way I vote. If you don't like it, that's
13 what we are here for.

14 I've been elected for over 20 years. And I
15 am not afraid of anything that I have ever said to any
16 of you people or any of my members. So let's just
17 vote.

18 (Applause)

19 PRESIDENT CURRY: Thank you, Delegate.

20 The Chair recognizes the delegate in
21 Region 1A waving the white piece of paper.

22 Please go to mic number 7.

23 DELEGATE WILLIAM BAGWELL, JR.: My name is
24 Bill Bagwell. I am from Local 174.

25 And I have to stand in opposition to this,

1 because we come to a convention as delegates, and we
2 tell our members what our opinions are. And now we
3 want to go to a secret ballot?

4 I'm proud the way I vote. And I am proud
5 that people are going to know how I vote.

6 (Applause)

7 PRESIDENT CURRY: Thank you, Delegate.

8 The Chair recognizes the pink paper in
9 Region 1D. Please go to mic number 4.

10 DELEGATE DANIEL GILSON II: Dan Gilson,
11 Local 14, Region 2B.

12 I am really upset with this. This is my
13 second time here. And I am not afraid to say anything
14 to anybody else. And I am here to represent the
15 people. But my problem is, I don't -- I'm against
16 getting rid of what you call roll call voting.

17 But we've got this computer in our hand. We
18 had to log in here. Why can't every one of us do it
19 here? And do it this way?

20 The show of hands is BS, because we don't
21 represent the population or the majority. We are all a
22 different amount of votes. I'm five. The guy next to
23 me is three-and-a-half. Somebody else is 15.

24 A show of hands does not represent the
25 majority. A show of hands is just showing a show of

1 hands. You could have 20 percent. And you got what
2 you want, though. That's wrong.

3 We need to go to electronic. I know we can't
4 do it today. But absolutely not get rid of the roll
5 call vote, because that's the only way that we know
6 what the true majority wants.

7 I don't understand. But it's frustrating.
8 And I know it's intimidating. But we are here to
9 represent. We need to keep the roll call in right now.

10 But I'm against doing a show of hands. That
11 to me is a problem.

12 Put it on your phone. We all have computers.

13 PRESIDENT CURRY: Thank you, Delegate.

14 Delegate recognizes -- the Chair recognizes
15 the delegate in Region 2B waving a white piece of
16 paper.

17 Please go to mic number 8.

18 DELEGATE TIM BOYD: Thank you. My name is
19 Tim Boyd, Local 12.

20 Well, the moment that Scott brought up, I
21 spent 10 seconds, Google search, Build a secure online
22 election for free. Then there's some software or
23 whatnot. It would take a matter of minutes.

24 How many in here have a cellphone in their
25 hand? A Smartphone? That's what we would all be

1 voting on. Encrypted. A matter of minutes. That way
2 we are not worried about, well, Joe Schmo next to me,
3 or Joe Schmo next to me is going to see how I vote.

4 PRESIDENT CURRY: Excuse me, Delegate.
5 Excuse me, Delegate at mic number 8. I am going to
6 have to call you out of order. The discussion is on
7 the debate of going for secret ballot.

8 DELEGATE TIM BOYD: No, we were also about,
9 you know, the secret ballot, the form, the lady earlier
10 said was electronic. Electronic, your cell phone.

11 PRESIDENT CURRY: Delegate at mic number 8,
12 the proposed amendment for debate currently is for
13 secret ballot.

14 DELEGATE TIM BOYD: And I called --

15 PRESIDENT CURRY: Delegate, could we cut off
16 mic number 8?

17 Chair recognizes the delegate in Region 8.
18 Please go to mic number 2.

19 DELEGATE JOHN KLEFOT: John Klefot, Benefit
20 rep, KTP, Region 8.

21 And I want everyone to know where I'm coming
22 from. I'm not hiding behind anything. Okay. Leave
23 the Resolution 15 the way it is. Draw a line in the
24 sand. Support your decision. Support your decision.
25 Don't hide behind the curtain. Don't hide. Let

1 everyone see where you stand. Thank you.

2 PRESIDENT CURRY: Chair recognizes the
3 delegate in Region 8 with the folder. Please go to mic
4 number 2.

5 DELEGATE DUANE SMITH: How you doing? My
6 name is Duane Smith, out of Local 509, Pico Rivera,
7 California.

8 As far as I know, we are the UAW. And I
9 believe it stands in unity and solidarity. One union.
10 We vote together. Or we divide ourselves.

11 I am in support of the way it stands.

12 (Applause)

13 PRESIDENT CURRY: Thank you, Delegate.

14 Chair would entertain the delegate in
15 Region 1A holding the white piece of paper, go to mic
16 number 7.

17 DELEGATE TRACY STUMP: Good afternoon,
18 everybody. Tracy Stump, delegate to Local 163, Detroit
19 Diesel, under Director Laura Dickerson.

20 I would like to end all debate and call for a
21 vote.

22 (Motion made)

23 (Motion supported)

24 PRESIDENT CURRY: There's been a motion to
25 end debate. There's also been support.

1 All in favor of ending debate, signify by
2 saying aye.

3 Any opposed signify by saying nay.

4 (Motion carried)

5 PRESIDENT CURRY: Ayes have it, and that
6 motion is carried on ending debate.

7 Before we proceed to the vote on Rule Number
8 15's amendment, there is a concern that on the floor a
9 question has been raised that there are delegates that
10 are switching out badges with distinguished guests.

11 That is improper. And distinguished guests
12 should not be voting on the floor and should also not
13 be sitting on the floor with official delegates to this
14 convention.

15 So I would ask again that all distinguished
16 guests, whether you are wearing a delegates badge now
17 currently, please remove yourself from the delegate
18 seated areas and please return to the distinguished
19 guests area.

20 Thank you.

21 The current motion is to modify Rule
22 Number 15.

23 All in favor of amending Rule Number 15 to a
24 secret ballot, signify by saying aye.

25 All opposed, signify by saying nay.

1 The nays have it. And it is clear. And we
2 will proceed.

3 (Motion defeated)

4 (Applause)

5 PRESIDENT CURRY: With the action taken by
6 the Convention delegates, the rules have been fully
7 adopted that were presented.

8 At this time, I bring up Amy Castanon for an
9 interim report from the Rules Committee.

10 DELEGATE AMY CASTANON: Good afternoon, UAW
11 family. My name is Amy Castanon. I am a member of the
12 Rules Committee, from UAW Local 2256, Region 1D, under
13 Regional Director Steve Dawes and our Assistant
14 Director Scott Zuckschwerdt.

15 (Applause)

16 DELEGATE AMY CASTANON: At this time, I would
17 like to give an interim report of the Rules Committee.
18 This report was compiled to present prior to the
19 Constitution Committee's Report.

20 The Rules Committee discussed roll call
21 voting in the event there should be a roll call vote.
22 It was the unanimous recommendation of the Rules
23 Committee that if there is voting by roll call, the
24 following rules shall apply:

25 Number 1. If a local union is all one mind,

1 it is authorized to cast a block vote, unless
2 challenged by a member of the delegation of that local
3 union. In such event, the person challenging must cast
4 an individual vote and the rest of the local union may
5 vote as it wishes, in a partial block or individually.

6 Number 2. Once a roll call vote has begun,
7 it will not be canceled or suspended until a majority
8 of the votes in non-concurrence of the Constitutional
9 amendment -- oh, I'm sorry -- a majority of the votes
10 in concurrence or a majority of the votes in
11 non-concurrence of the Constitutional amendment have
12 been cast.

13 Chairperson, on behalf of the Rules
14 Committee, I move for the adoption of this interim
15 report.

16 (Motion made)

17 DELEGATE AMY CASTANON: Thank you.

18 PRESIDENT CURRY: Delegates, you have heard
19 the interim report of the Rules Committee.

20 A motion has been made to adopt.

21 Is there a second?

22 (Motion supported)

23 PRESIDENT CURRY: Any discussion?

24 Seeing none, all in favor of adopting the
25 Rules Committee Report, signify by saying aye.

1 Any opposed, say nay.

2 The ayes have it, and the motion carried.

3 (Motion carried)

4 PRESIDENT CURRY: At this time, I will call
5 up Director Wayne Blanchard for purposes of
6 introduction.

7 (Applause)

8 DIRECTOR WAYNE BLANCHARD: Thank you,
9 President Curry. And good afternoon UAW.

10 The UAW has been a longtime partner with the
11 March of Dimes as it leads the fight for the health of
12 all moms and babies. It supports research, leads,
13 programs, and provides education and advocacy, so that
14 every family can have the best possible start.

15 Stacey Stewart has been President of the
16 84-year-old organization since 2017. Under her
17 leadership, March of Dimes prioritizes programs to end
18 preventable maternal health risks and death, and
19 preventable preterm birth and infant death, and in the
20 health equity gap for all families.

21 Before joining the March of Dimes, Stewart
22 served as U.S. President of United Way worldwide. She
23 provided strategic direction on driving community
24 impact, as well as enhancing the organization's brand.

25 The business veteran, Stewart has also held a

1 number of senior roles including Chief Diversity
2 Officer and Senior Vice President for the Office of
3 Community and Charitable Giving at Fannie Mae, as well
4 as President and Chief Executive Officer for Fannie Mae
5 Foundation. Sister Stewart holds a Master's of
6 Business Administration from the University of
7 Michigan, and a Bachelor's Degree in Economics from
8 Georgetown University.

9 In addition to many national awards, she has
10 been recognized with honorary degrees from Alabama A&M,
11 Morgan State University, Texas Southern University, and
12 Trinity University.

13 UAW members, please join me in welcoming
14 Stacey D. Stewart to our Convention.

15 (Applause)

16 STACEY D. STEWART: Well, thank you all so
17 much. I want to thank the great introduction. Also
18 thank President Curry. It's great to be with the UAW.
19 I am truly delighted to be here. And so appreciate the
20 opportunity to thank you in person for all that you do
21 for the March of Dimes and all the families that we
22 serve.

23 You know, we go a long way back. UAW has
24 been supporting March of Dimes for 80 years. It all
25 started with your participation in President

1 Roosevelt's Dime Drive. Your commitment has never
2 wavered.

3 And here we are eight decades later
4 celebrating an incredible partnership. All of your
5 efforts have paid off. You have raised more than
6 \$20 million.

7 Can we give yourselves a round of applause
8 for that?

9 (Applause)

10 STACEY D. STEWART: I want to say
11 congratulations and thank you again.

12 The one thing I do know, you all know how to
13 put fun in fundraiser. I have seen your creativity go
14 to no limits. You have had golf outings, you have had
15 raffles, auctions, barbecues, picnics, ball games, hot
16 dog sales, ice cream sales, donut sales. You have done
17 everything. And you have done it all so well. I did
18 notice there is a lot of good food being served along
19 the way.

20 But I want to tell you that every single
21 dollar that you have raised makes a difference, as we
22 work together to make the United States the safest and
23 the most equitable place in the world in which to
24 deliver a baby. Together, we can and we will make a
25 difference for so many.

1 Now, the March of Dimes is on the frontline
2 for the maternal infant health crisis. And as its
3 leader, I want to see that it's in every single state
4 in the country. Whether it's here in Michigan, whether
5 it's in my home state of Georgia, whether it is nearby
6 Ohio or Kentucky, that everywhere in this country
7 becomes the safest and most equitable place in the
8 country and in the world for moms and babies.

9 So the question is: Are we making progress?

10 Well, not enough. Our 2021 March of Dimes
11 report card shows that for the first time in six years,
12 in six years, we actually did see the U.S. premature
13 birth rates decline slightly. And that should be good
14 news. The rates declined slightly from 10.2 percent to
15 10.1 percent. Not a great decline, but a drop
16 nonetheless.

17 However, the nation kept its C minus grade
18 from previous years. So if a child, your child, came
19 home with a C minus on their report card, what would
20 you say about that? Would you think that was good
21 enough? No. I don't think so.

22 You see, the painful truth is that the United
23 States remains the most dangerous developed nation in
24 the world in which to give birth.

25 Let me just repeat that: The United States

1 is the most dangerous developed nation in the world in
2 which to give birth.

3 And those premature birth rates that are
4 going down just so slightly, well, that's good news for
5 some women, but not for all women.

6 In fact, premature birth rates actually
7 increased slightly, increased slightly for black women
8 and indigenous women. And that is nothing to
9 celebrate. It is not a win for birth equity. It is
10 not a win for this country. But we can't just throw up
11 our hands. We certainly cannot accept the status quo.

12 We must work together to change the course of
13 this maternal and infant health crisis through
14 partnerships and bipartisanship.

15 Now, these disparities are personal to me. I
16 am originally from Atlanta, Georgia. My father was a
17 physician in Atlanta for 50 years. All of his patients
18 were mainly black women, covered by Medicaid and
19 Medicare. And I can remember talking with him around
20 the dinner table about the challenges that so many of
21 his patients faced in just getting the healthcare that
22 they needed.

23 And after hundreds of years of slavery and
24 segregation, African-American women have been blamed
25 for their own health problems, an indignity on top of

1 indignities.

2 But modern researchers have pulled back the
3 curtain showing how stress and the social determinants
4 of health, housing, health access, employment,
5 transportation, education, all of these influence a
6 woman's maternity outcomes, especially black and brown
7 women. And they have influenced the disparities that
8 we see.

9 That is something that I aim at the March of
10 Dimes to change every day: The reality of a healthcare
11 system that is not working for any woman, many women,
12 certainly not black and brown women, much as it did not
13 work for my father's patients.

14 The March of Dimes has played an instrumental
15 role and worked closely with others to propel this work
16 forward nationally. And we could not have done this
17 work without UAW. Every time you host a fundraising
18 event, every time you do one of those great fun
19 fundraisers, or every time you make a donation of your
20 own, or any time that you volunteer with us, you are
21 helping to move our mission forward.

22 Now, I shared earlier that you have raised
23 more than \$20 million. Twelve million of that has been
24 raised in the last 20 years. You are relentless. And
25 I love that about all of you all.

1 It is clearly evident that UAW cares about
2 moms and babies, families, and the communities in which
3 you work and play.

4 All of us at March of Dimes share your
5 passion. And together, we are moving the needle in the
6 right direction.

7 Despite all of our progress, though, there is
8 still more to do. And there has never been a more
9 important time to fight for the health of women,
10 women's health, for moms and babies in this country.
11 And I think I don't have to tell you that.

12 I would like to share more about the role
13 that March of Dimes is playing in the fight for healthy
14 moms and strong babies.

15 So all the money that you raise, where does
16 it go? How do we make a difference in improving health
17 outcomes to create healthier moms and strong babies?

18 Well, the first area is in research.
19 Research that is focusing on premature birth, focusing
20 on the underlying causes of maternal health
21 complications. Focusing on those social and
22 environmental drivers of health and maternal
23 comorbidities.

24 Secondly, in programs.

25 Our programs include what we call support of

1 pregnancy care. Ways in which to provide more support
2 to women as they are pregnant. NICU family support
3 programs. Neonatal intensive care units need a bunch
4 of attention for the families that are in them to
5 provide support for babies that are born too sick and
6 too soon.

7 And mom and baby mobile health centers, and I
8 will talk about that in just a second.

9 Also, we are very involved in advocacy,
10 advocating at the Federal level, at the State level for
11 policies that impact the health of women and infants
12 and children and families.

13 Education: We provide clinical education and
14 training for healthcare professionals, for
15 women, millions of women who come to the March of Dimes
16 seeking information on how to have a healthier
17 pregnancy, how to deal with issues around pregnancy and
18 loss, how to deal with maternal health complications.

19 And also our partnerships. Our partnerships
20 like what we have with UAW. These partnerships are a
21 key success factor in the growth of our mission to make
22 the biggest impact for the most people.

23 In 2018, we launched something called the
24 blanket change movement. This is really an effort that
25 is about education and empowerment to mobilize

1 companies and organizations and grassroots advocates to
2 demand that policymakers prioritize our nation's moms
3 and babies, and they take immediate action to improve
4 their health.

5 Since 2018, you have engaged with thousands
6 of policymakers, triple the number of advocates. And
7 have had numerous legislative wins at the Federal
8 level, including the American Rescue Plan.

9 Our policy priorities include Medicaid
10 postpartum extension from 60 days to 12 months. Today
11 if you are a woman on Medicaid, you often get dropped
12 from Medicaid coverage two months after having a baby.

13 We are asking for permanent extension of
14 Medicaid postpartum at least out to 12 months. Because
15 the first year of a child's life is so important. And
16 it's important that not only the baby is healthy but
17 the mom is healthy, too. So that healthcare coverage
18 during this time is vital.

19 We are also asking for coverage for direct
20 practice midwives and doulas. Extra support to make
21 sure that women have more support to have healthier
22 pregnancies and healthier babies. Midwives can improve
23 access to prenatal care, first in maternity care, in
24 underresourced areas. Doulas provide support for moms
25 which have been shown to improve health outcomes.

1 We are asking for improvements in newborn
2 screening process. And also passage of the Pregnancy
3 Workers Fairness Act. This bill will enhance and
4 expand legal protection for pregnant women in the
5 workplace, demanding accommodations for pregnant women
6 to make sure they don't have to make a choice between
7 their own health and getting their paycheck on an
8 ongoing basis.

9 (Applause)

10 STACEY D. STEWART: We are also asking for
11 passage of something called Momnibus. This is a
12 legislative package known as the Black Maternal Health
13 Momnibus Act. And I will talk about that in just a
14 second.

15 In 2021 we led a successful maternal and
16 child health agenda advocating for 106 pieces of state
17 legislation, with 34 of them signed into law.

18 Among our biggest wins was passage of the
19 Preventing Maternal Deaths Act, which I had the honor
20 of testifying on behalf of in Congress in 2018.

21 This finally, after many, many, many decades
22 finally set up a Federal infrastructure to track
23 maternal deaths, and to analyze data on every maternal
24 death in every state.

25 Up until that point, up until 2018, we had no

1 way of knowing if women died as a result of pregnancy
2 and childbirth, which we had the highest rates of
3 maternal mortality of any industrialized country in the
4 world. We had no way of collecting the data, tracking
5 it, to understand why women were dying as a result of
6 pregnancy and childbirth. We needed this data. And we
7 need it now more than ever to understand what's going
8 on with these deaths and how to prevent them going
9 forward.

10 Last year, Congress enacted the President's
11 American Families Plan, which we also supported. The
12 Plan enacted a top legislative priority, providing an
13 additional option, options, for states, to extend
14 Medicaid and the Children's Health Insurance Program.
15 That option was put in that postpartum coverage, as I
16 mentioned, from 60 days to 12 months.

17 As of earlier this month, 15 states and the
18 District of Columbia actually utilize the option, are
19 now implementing this extension. And a handful more
20 are moving in this direction.

21 But as Congress is considering the Federal FY
22 2023 budget, and potential future national investments,
23 March of Dimes continues our advocacy for maternal
24 health priorities to be part of the final package,
25 including permanent, not an optional, permanent

1 extension of yearlong postpartum Medicaid coverage,
2 closing the Medicaid coverage gap.

3 And a down payment on a comprehensive
4 legislative package known as the Black Maternal Health
5 Momnibus Act.

6 Currently March of Dimes is working in
7 support of and urging Congress to take action on the
8 Pregnant Workers Fairness Act, a bill that would
9 further protect workers' rights, as mentioned, to
10 reasonable accommodations needed during pregnancy.

11 No worker should have to choose between
12 growing their family and the job they need to support
13 their family.

14 (Applause)

15 STACEY D. STEWART: Now, I know that I don't
16 have to come to you to tell you all how important it is
17 to fight for workers' rights. You all do this every
18 day. You understand it even better than I do, the
19 importance of fighting for workers' rights.

20 Fighting for the protection of working women
21 who are pregnant and working pregnant people is an
22 important part of the changes we need to make in the
23 workplace to protect those pregnant people and their
24 babies. We are advocating today to expand those rights
25 so that everyone is protected. And we need every voice

1 to change and to join with us to drive that kind of
2 change.

3 You can help right now. If you want to get
4 involved in advocating and making sure that Congress
5 has heard your voice on passage of the Pregnant Workers
6 Fairness Act, all you have to do is take out your
7 phone. And with your phone you text PWFA, all one
8 word, to 5-2886. If you text PWFA to 5-2886, that will
9 send an e-mail to your U.S. senator, and it will ask
10 them to demand a floor vote for the Pregnant Workers
11 Fairness Act. We are just this close to getting this
12 passed. So your support today would be very important.

13 The House has done their work.

14 And the Senate needs to do theirs, sounds
15 like a broken record, so we can send this to the
16 President.

17 So, again, please text PWFA to 5-2886. We
18 are urging Congress to pass the Pregnant Workers
19 Fairness Act today.

20 Now, in addition to policy work, March of
21 Dimes is also making change to our programs and
22 research. Our implicit bias training for providers.
23 And we have educated 35,000 healthcare providers to
24 help them identify their own implicit bias. Also
25 includes a new module for medical students and nursing

1 students in helping to uncover institutionalized racism
2 in the healthcare system, and train healthcare workers
3 not to perpetuate the cycles of discrimination.

4 We are funding research to find the latest
5 scientific breakthroughs to help moms and babies, too.
6 An example of this work is the development from our
7 Stanford Prematurity Research Center, and it's the
8 development of a blood test, first time ever, to make
9 sure that the test is performed between five to sixteen
10 weeks of pregnancy, that a woman can identify whether
11 or not she is at risk of preeclampsia, a condition that
12 can often lead to poor health outcomes for herself and
13 also to premature birth for her baby.

14 Tests based on these observations can help
15 predict and manage who is at risk of preeclampsia. And
16 this is a critical objective in the fight for the
17 health of moms and babies.

18 So before I close, I just want to mention one
19 last thing. And that's our Mom and Baby Mobile Health
20 Centers. Our mobile health centers and units are
21 designed to reach uninsured and underinsured women
22 living in underserved communities. These busses go
23 around to communities. They operate currently in five
24 underserved communities. And we are expanding them as
25 we speak.

1 We deliver a range of services for women of
2 childbearing age, for pregnant women and babies, age
3 zero to 24 months. We are bringing care to women and
4 to families where they live, making -- at least
5 eliminating one barrier of these social determinants of
6 health often that women face, transportation challenges
7 to get to prenatal visits and other things. These
8 services are offered free of charge. We offer well
9 women exams, prenatal care, infant care, and well child
10 visits.

11 At March of Dimes, our vision is to create a
12 better future, in which every woman and every child is
13 valued and cared for.

14 Our hope is that a mom in an underserved area
15 of the country has just as much opportunity to have a
16 healthier pregnancy as a woman in any one of our
17 nation's wealthiest areas. Executing our vision will
18 have big impact, ultimately impacting millions of
19 women, children, and families through systematic
20 change.

21 We are so grateful to the supporters that we
22 have, so grateful to UAW. You know the value of the
23 work that we do. You understand the objectives. For
24 everyone in your family, for any one of you that have
25 had a baby born prematurely, for any one of you that

1 have experienced a miscarriage, a loss of a pregnancy
2 in your own family, for any of you that have had a
3 spouse, a partner or yourself experienced pregnancy
4 complicated almost to the point of losing your life
5 because of your desire just to expand or start your
6 family.

7 This is why you work with us at the March of
8 Dimes. This is why our work is so important. And this
9 is why we need our partnership with the UAW to
10 contribute to our work as we move forward. We need
11 your leadership. We need your resolve.

12 We want to say thank you so much for your
13 time and your partnership. I am so excited about what
14 the future brings, working side by side with you, and
15 together, as we change the lives of working families
16 all around this country.

17 Thank you so much. And we appreciate all
18 your support.

19 (Applause)

20 PRESIDENT CURRY: Thank you again, Stacey.
21 And the work of the March of Dimes is truly important.
22 And we are proud of that work.

23 The UAW Public Review Board was established
24 April 8, 1957, by action of the delegates at the 16th
25 Constitutional Convention of the International Union.

1 The PRB is a four-person independent agency
2 charged with adjudicating individual complaints
3 involving the conduct of UAW leadership in the
4 administration of internal union affairs.

5 Our next speaker, Fordham University Law
6 Professor Jim Brudney, has served on the PRB since
7 2001. Has been co-chair since 2009. Professor Brudney
8 is the Joseph Crowley Chair in Labor and Employment Law
9 at Fordham University School of Law in New York City.
10 Professor Brudney's principle areas of expertise are
11 labor law, employment law, international labor law,
12 legislation, and regulation.

13 He is recognized nationally and
14 internationally for his scholarly work concerning all
15 aspects of labor and employment law.

16 Professor Brudney was appointed in
17 December of 2020 to serve on the UAW Member Advisory
18 Committee on Ethics as an outside expert. The
19 committee composed of 15 UAW Local Union Members plus
20 three outside experts is charged with making
21 substantial education-related recommendations to the
22 UAW International Executive Board concerning ethics,
23 and also with the independent Monitor appointed by the
24 Federal Judge to oversee ethical and electoral matters
25 within the Union. Professor Brudney will give his

1 report on the PRB's activity since our last convention.

2 UAW delegates, please welcome Professor James
3 Brudney.

4 (Applause)

5 PROFESSOR JAMES BRUDNEY: Good afternoon,
6 Mr. President, Officers, Delegates, Members and Guests,
7 it is a great honor and privilege for me as cochair of
8 your union's Public Review Board to make this report
9 about our activities over the last four years.

10 Since our last report, in 2018, membership of
11 the Public Review Board has been stable. We continue
12 to have four members, from diverse backgrounds. Two
13 are women, one is Hispanic, and occupationally,
14 although we are all professors, we come from different
15 areas in schools of law, business, and industrial
16 relations.

17 Member Harry Katz is a former dean of the
18 School of Industrial and Labor Relations at Cornell
19 University. He has been a leading collective
20 bargaining arbitrator and scholar for many years.

21 Member Maria Ontiveros, a professor at the
22 University of San Francisco School of Law, is
23 recognized for her research in employment
24 discrimination. She has also previously advised the
25 UAW in arbitration matters.

1 My cochair, Janice Bellace, who has served
2 since 1993, was for many years Professor of Legal
3 Studies, Business Ethics and Management at the
4 University of Pennsylvania's Wharton School.

5 She is co-author of a leading work on the
6 Landrum-Griffin Act and internal union affairs.

7 And in recent years she has become an expert
8 on comparative and international labor law.

9 As President Curry indicated, I joined the
10 Board in 2001. At that time, I was teaching labor and
11 employment law at The Ohio State University. I don't
12 hear the cheers. I won't go further there.

13 A decade later, I moved to New York City
14 where I teach at Fordham Law School.

15 Prior to law teaching, I represented unions
16 as an attorney in National and Local litigation. And
17 served as Chief Council and Staff Director for the
18 Senate Subcommittee on Labor under Senator Howard
19 Metzenbaum, a Democrat from Ohio, who some of you may
20 remember.

21 I also spend time working on international
22 labor law protections.

23 And I currently serve on the Committee of
24 Experts for the International Labor Organization. The
25 four of us, as members of the Board, continue to

1 fulfill the mission that the union first established in
2 1957 under Walter Reuther as an important part of the
3 internal appeals procedure related to matters of fair
4 representation, democratic elections, and ethical
5 standards.

6 Let me quote to you President Reuther's words
7 when he was explaining the proposal for a Public Review
8 Board to delegates of this convention when they
9 established the board:

10 "We believe that the kind of clean democratic
11 union that we have and we hope to keep is the kind of
12 union that can have its decisions tested by a Public
13 Review Board. But you ought to recognize that this is
14 the real thing. There are no ifs, ands, buts, or
15 loopholes. We mean to give the Public Review Board
16 real status. And these recommendations do exactly
17 that," close quote.

18 It is now 65 years later. Times have
19 changed. The UAW have faced pressures, at times
20 severe, externally, from outsourcing, and sometimes
21 ruthless competition. And recently from challenging
22 developments within the Union itself.

23 Still, we remain committed to the principle
24 that the Union is better off for having its decisions
25 tested in this way.

1 I mentioned that our membership has been
2 stable for the past four years. However, our docket,
3 the appeals that we decide, has evolved in ways that
4 reflect some of our current realities.

5 When I first joined the PRB, and for many
6 years thereafter, by far the largest volume of appeals
7 concerned members alleging that the Union had violated
8 its duty of fair representation. These appellants
9 wanted the Union to push their grievances further. To
10 take them to arbitration or not to settle or dismiss a
11 grievance too soon.

12 In the past four years, we still have our
13 share of DFR appeals.

14 But election disputes and ethical practices
15 complaints have become more prevalent.

16 We have decided a number of important cases
17 involving ethical practices concerns raised by Local
18 Union members.

19 In addition, my cochair Janice Bellace and I
20 have shared our PRB experience and perspective through
21 our service on the UAW Member Advisory Committee on
22 Ethics, established by former President Rory Gamble in
23 early 2021. You will hear about the work of that
24 committee when its Chair, Wilma Liebman, addresses you
25 on Thursday.

1 I do want to say on behalf of my PRB
2 colleague Janice Bellace and myself that it has been a
3 pleasure and a real privilege to serve on this advisory
4 committee, working closely with 15 smart, thoughtful,
5 and dedicated Local Union members, many of whom are
6 here as convention delegates, alternates, or
7 distinguished guests.

8 During these past four years, 2018 to '21,
9 the PRB has decided 79 appeals. That is a slight
10 increase from the totals for the previous four years,
11 in spite of a pandemic that has curtailed activities
12 for all of us.

13 But more important than the number of appeals
14 is that the Union has a Public Review Board; that
15 members know it exists. And that members realize they
16 have a way of appealing actions of the Union if they
17 believe those actions are not in accord with the
18 requirements of the Constitution and Bylaws of the
19 Union. This element makes the UAW truly unusual. It
20 is willing to have its decisions judged by a panel of
21 experienced independent neutrals because it understands
22 the value that such transparency and trust holds for
23 its members.

24 You may wonder how we do our work. Board
25 members spend a considerable amount of time on these

1 cases, carefully reading the record materials compiled,
2 and then sent to us by our Executive Director.

3 We typically have a conference call where we
4 discuss among ourselves the parties' written
5 submissions before we reach a decision.

6 Sometimes we feel we cannot reach a decision
7 on the record alone, and that we need additional
8 information. That is when we decide to schedule a
9 hearing, typically on a Saturday morning in a city near
10 where the Appellant's Local Union is located.

11 The cases tend to be complex, often requiring
12 lengthy written opinions. Those decisions are
13 available on the PRB website, which you may access at
14 the familiar <https://prb.uaw.org>. Or just go to
15 prbuaw.org to get there.

16 Our decisions have earned respect from both
17 sides, which helps reassure us that we are providing
18 due process in the fullest sense of those words. And
19 the Federal courts generally defer to our decisions,
20 especially regarding claims that the union has violated
21 employees' duty of fair representation.

22 I want to take a moment to recognize the
23 superb support we received from our Executive Director
24 Carmen Parcelli and our Office Administrator Kay Gibbs.
25 They believe it is their job to help members understand

1 the PRB's process. And I know they provide excellent
2 service.

3 I also want to pay tribute to Barbara Klein,
4 who served as our Executive Director for many years
5 until she passed in 2019. She was totally committed to
6 the UAW, and union members benefitted from her
7 dedication.

8 And I want to recognize the staff in the
9 President's Office, Al Wilson and his predecessors and
10 colleagues, as well as the general counsel who
11 cooperate with the PRB in providing necessary materials
12 so that appeals can be adjudicated.

13 Finally, the costs of operating the PRB
14 remain quite reasonable. The overall costs of the
15 board, including its executive director and
16 administrative assistant over the past two years, is
17 less than \$1.20 per active union member.

18 I hope you do not consider that too high a
19 price to pay for what Walter Reuther envisaged some 65
20 years ago. The PRB continues to function in response
21 to appeals filed by you as members, as an impartial
22 watchdog to help preserve membership rights, democracy,
23 and ethical practices within the UAW. Its mission
24 remains vitally important today.

25 I thank you for your time and attention here

1 this afternoon.

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: Thank you,
4 Professor Brudney.

5 Now I would like to move the Convention to
6 reappoint Public Review Board Harry Katz, Maria
7 Ontiveros, and Janice R. Bellace.

8 Do I hear a motion?

9 (Motion made)

10 SECRETARY-TREASURER STUGLIN: Any discussion?

11 All in favor, say aye.

12 Opposed?

13 Ayes have it.

14 (Motion carried)

15 SECRETARY-TREASURER STUGLIN: I am going to
16 have to do it again.

17 I missed Professor Brudney's name.

18 Harry Katz, Maria Ontiveros, James J.
19 Brudney, and Janice Bellace.

20 Do I have a motion?

21 (Motion made)

22 SECRETARY-TREASURER STUGLIN: Second?

23 (Motion supported)

24 SECRETARY-TREASURER STUGLIN: Any discussion?

25 All in favor, say aye.

1 Opposed?

2 (Motion carried)

3 SECRETARY-TREASURER STUGLIN: Thank you.

4 PRESIDENT CURRY: I would like to now call up
5 Chairperson Shinaul of the Constitution Committee to
6 present a report.

7 DELEGATE AARON SHINAUL: Good afternoon,
8 President Ray Curry, Secretary-Treasurer Frank Stuglin,
9 Executive Board Members, International Representatives,
10 Local Union Leaders and Delegates and Special Guests.

11 My name is Aaron Shinaul, Elected Delegate,
12 Chairman of the Constitution Committee. Chairperson of
13 Clarios Battery Unit, Local 12, Toledo, Ohio, Region
14 2B.

15 I stand before you today to introduce a
16 package of Constitutional Amendments that are required
17 to be made under the terms of the January 2021 Consent
18 Decree, negotiated by and agreed to by the Union and
19 the U.S. Attorney's Office, and issued by the United
20 States District Court, following the Government's
21 investigation of the UAW, and as a result of the
22 November 2021 referendum vote.

23 In the November 2021 referendum, the Union's
24 membership voted to change the process of electing
25 International Officers and Board Members from a

1 delegate-based convention system to a direct election.

2 The package of constitutional amendments that
3 we are putting before you today reflects the results of
4 that vote, and makes our changes required by the Court.

5 These changes have been reviewed by the
6 Court-appointed Monitor and the Constitution Committee
7 to ensure consistency with the Monitor's rules for the
8 upcoming election of International Officers and Board
9 Members. And they must be adopted to ensure the UAW's
10 continued compliance with the Consent Decree.

11 The following articles are part of the
12 package of change.

13 Article 8, Conventions, Sections 2, 17(c);

14 Article 10, Officers and Elections, Sections
15 1, 2, 3, 4, 6, 16 and 18.

16 Article 19, Contracts and Negotiations,
17 Section 1.

18 Article 30, Charges and Trials of
19 International Officers, Section 1.

20 The amendments are presented on the pink
21 sheets that have been handed out to you. The Committee
22 will read the current language in column 1, and the
23 amended language in column 3.

24 Before the Committee presents these
25 amendments, please note that amendments to Article 10,

1 Officers and Elections, Section 5, are also necessary
2 due to the terms of the Consent Decree and the results
3 of referendum vote; however, that section will be
4 presented for your consideration separately later in
5 the Convention.

6 At this time, I would like to call to the
7 podium Committee Member Frank Hines, Jr. to read the
8 first section of the packet, Article 8, Section 2,
9 17(c).

10 DELEGATE FRANK HINES, JR.: Hello. Thank
11 you, Aaron.

12 My name a Frank Hines. I'm the Bargaining
13 Chairperson of Local 503 out of Mendon, Michigan, in
14 Region 1D.

15 Good afternoon, President Ray Curry, Members
16 of the International Executive Board, and my fellow
17 delegates.

18 Before I begin, I would like to extend a
19 special thanks to the amazing leadership of Region 1D,
20 Director Steve Dawes and Assistant Director Scott
21 Zuckschwerdt, for always having our backs. And, of
22 course, for affording me with this extraordinary
23 opportunity. It is such an incredible honor to be here
24 with you all today. And I am so humbled to stand on
25 this stage amongst so many great leaders.

1 Please turn to Article 8 in the pink packet.

2 Article 8, Section 2. Current language.

3 The business of the International Convention
4 shall proceed in the following order unless otherwise
5 ordered by the Convention:

6 (1) Call to Order.

7 (2) Reports on Credentials.

8 (3) Reading of the Convention Rules.

9 (4) Appointing Committees.

10 (5) Communications and Bills.

11 (6) Resolutions, etc.

12 (7) Reports of Committees.

13 (8) Reports of Officers and the

14 International Executive Board.

15 (9) Nominations and Elections of the

16 International Trustees.

17 (10) Unfinished Business.

18 (11) New Business.

19 (12) Adjournment.

20 Result, Section 2. The business of the
21 International Convention shall proceed in the following
22 order unless otherwise ordered by the Convention:

23 (1) Call to Order.

24 (2) Report on Credentials.

25 (3) Reading of the Convention Rules.

(4) Appointing Committees.

(5) Communications and Bills.

(6) Resolutions, etc.

(7) Reports of Committees.

(8) Reports of Officers and the
International Executive Board.

(9) Nominations of Officers and Nominations
and Elections of the International Trustees.

(10) Unfinished Business.

(11) New business.

(12) Adjournment.

Please turn to the next page, Article 8,
Section 17(c).

Current Language. All other elections,
protests of elections held under Article 10
(International Officers and Regional Director), even
though not touching the election of identifiable
delegate, must also be filed with the Credentials
Committee, which has exclusive jurisdiction.

Thus, any protest of the conduct of the
campaign for these offices, or the alleged use of Union
or employer funds in the campaign, or any other matter
said to affect the election, must be filed with the
Credentials Committee. Any such protest made in
writing as soon as possible, even though the

1 Credentials Committee is already in session, such
2 protests may be made by any UAW member, or the issue
3 may arise directly by any member of the Credentials
4 Committee itself.

5 Result. [section deleted].

6 At this time, I would like to call up fellow
7 Committee Member Greg Suggs.

8 DELEGATE GREG SUGGS: Thank you, Frank. My
9 name is Greg Suggs. I am Vice President of Local 5286.
10 We are the Daimler Freightliner parts plant in
11 Gastonia, North Carolina.

12 I would like to thank my Regional Director
13 Mitch Smith for this honor, to be on the Constitution
14 Committee.

15 I will be reading Article 10, Section 1
16 through 4.

17 Current language, Section 1.

18 The elective officers of the International
19 Union shall be one (1) International President, one
20 (1) International Secretary-Treasurer, three (3)
21 International Vice Presidents, who shall be elected by
22 the Convention, and such International Executive Board
23 Members as provided in Section 21 of this Article. In
24 the event of death, removal, resignation of any of the
25 three (3) Vice Presidents at any time after July 1,

1 2014, the International Executive Board shall have the
2 authority to reduce the number of Vice Presidents from
3 three (3) to two (2). The duties of the Vice
4 Presidents shall be to assist the International
5 President.

6 Result, Section 1. The elective officers of
7 the International Union shall be one (1) International
8 President, one (1) International Secretary-Treasurer,
9 and three (3) International Vice Presidents, who shall
10 be elected in a mail vote of a secret ballot by
11 eligible members in good standing, and such
12 International Executive Board Members as provided in
13 Section 21 of this Article who shall also be elected in
14 a mail vote of a secret ballot by eligible members in
15 good standing within the geographical districts listed
16 therein. In the event of the death, removal, or
17 resignation of any of the three (3) Vice Presidents at
18 any time after July 1, 2014, the International
19 Executive Board shall have the authority to reduce the
20 number of Vice Presidents from three (3) to two (2).
21 The duties of the Vice Presidents shall be to assist
22 the International President.

23 Article 10, Section 2. Current language,
24 Section 2, Within the geographical districts as
25 determined by the International Constitution, the

1 International Executive Board Members shall be
2 nominated and elected in the regions as established by
3 the International Executive Board and existing on the
4 actual day any such election commences. Only the
5 delegates from the Local Unions in any such regions
6 shall nominate and vote for their International
7 Executive Board Members. Any member in continuous good
8 standing for one (1) year, and who has worked at least
9 ninety "90" working days in a workplace(s) located
10 within the region, whose Local Union is located within
11 the region can be nominated and elected. It shall
12 require two-thirds (2/3) vote of the International
13 Executive Board to change the composition of any region
14 within a geographical district.

15 Result, 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. Only the delegates from the Local Unions
22 in any such regions shall nominate their International
23 Executive Board Members. Any member in continuous good
24 standing for one (1) year, and who has worked at least
25 (90) working days in a workplace(s) located within the

1 region, whose Local Union is located within the region
2 can be nominated and elected. It shall require a
3 two-thirds (2/3) vote of the International Executive
4 Board to change the composition of any region within a
5 geographical district.

6 Article 10, Section 3. Current language:

7 The term of office for all elective officers shall be
8 for the period up to the next Convention and the term
9 of office shall begin immediately upon installation.

10 The term of office of the Trustees shall be as provided
11 for in Article 51.

12 Result: Section 3. The term of office of

13 all International Officers and International Executive
14 Board Members shall be from the date of their
15 swearing-in after the election process set forth in
16 Section 5 through the conclusion of the next election
17 cycle which shall commence following the conclusion of
18 the next Convention. The term of office of the
19 Trustees shall be as provided for in Article 51.

20 Article 10, Section 4. Current language:

21 Nomination and election of all elective officers and
22 Trustees shall take place in the regular order of
23 business of the Convention and election shall be
24 determined by a majority of the vote of the delegates
25 voting. Candidates shall be elected to various offices

1 by one (1) roll-call vote. In the election of the Vice
2 Presidents each delegate may vote for three (3)
3 candidates. If there are five (5) or more nominees for
4 the three (3) offices and less than three (3)
5 candidates receive a majority vote, the candidate
6 receiving the lowest number of votes shall be
7 eliminated from the run-off election, and in each
8 successive run-off election the candidate receiving the
9 lowest number of votes shall be eliminated, unless such
10 elimination would result in reducing the number of
11 candidates in nomination to a figure equal to the
12 remaining vacancy or vacancies.

13 Result: Nomination of all elective officers
14 and Trustees and election of Trustees shall take place
15 in the regular order of business of the Convention and
16 election of Trustees shall be determined by a majority
17 vote of the delegates voting. Candidates shall be
18 elected Trustee by one (1) roll call vote, and in the
19 manner as set forth in Article 51, Section 3.

20 At this time, I would like to call to the
21 podium my brother Dan Maloney.

22 DELEGATE DANIEL MALONEY: Good afternoon.
23 Greetings, fellow delegates, staff, retirees, and
24 assembled leadership. I am Dan Maloney, President UAW
25 1097, Rochester, New York, out of Region 9, under the

1 awesome leadership of Director Jeff Binz, my good
2 Brother, thank you for this honor, and Assistant
3 Director Lauren Farrell, Servicing Rep, Mark Barbee.

4 And a special shout out to my Assistant
5 Director Lauren Farrell. She just helped us organize
6 our newest bargaining unit and grow this union. Thank
7 you, Sister Lauren.

8 (Applause)

9 DELEGATE DANIEL MALONEY: I would also like
10 to congratulate Vice President Terry Dittes on his
11 impending retirement, and wish him all good health and
12 happiness in all his future endeavors. Thank you,
13 Terry.

14 (Applause)

15 DELEGATE DANIEL MALONEY: I extend my
16 gratitude to the Constitution Committee. They are all
17 strong-willed union advocates. And I am very proud of
18 the work that we've done here. It is a pleasure to
19 serve with them at this historic convention.

20 Also thanks to our committee lead, Cassandra
21 Shortridge, OPEIU staffer Kelly Tarpey, legal staff,
22 Sarah Laws, and Ava Barbour. They helped keep our
23 committee on task. I will be reading the resolution on
24 Article 10, the pink sheet, Section 6 and 16.

25 Article 10, current language, Section 6.

1 No member shall be nominated or elected as an
2 elective officer of the International Union as set
3 forth in Section 1 of this article who has not been in
4 continuous good standing for a period of one year
5 preceding the date of nomination.

6 Result: No member shall be nominated or
7 elected as an elective officer of the International
8 Union as set forth in Section 1 of this article who has
9 not been in continuous good standing for a period of
10 one year preceding the first day of the Convention at
11 which he or she is nominated and continuing thereafter
12 through the election and swearing in.

13 Article 10, Section 16. Current language:
14 Incoming elective officers of the International Union
15 shall be obligated and installed immediately after
16 being elected. The obligation shall be the same as
17 that provided for Local Union Officers.

18 Result: Incoming elective officers of the
19 International Union shall be obligated and installed
20 within seven days of the announcement of the election
21 results by the Court-Appointed Monitor.

22 At this time, I would like to call Committee
23 Member Rafael Jaime to the podium.

24 (Applause)

25 DELEGATE RAFAEL JAIME: Thank you, Brother

1 Dan. And good afternoon, fellow delegates and members
2 of the International Executive Board.

3 My name is Rafael Jaime, and I am the
4 President of UAW Local 2865, the unit of 19,000
5 Teaching Assistants, Tutors, and Readers at the
6 University of California system.

7 I am thrilled and honored to be here in the
8 City of Detroit among so many other UAW members from
9 across the country.

10 We are in one of the most exciting moments in
11 the Labor Movement in recent memory. And the decisions
12 that we make here at this Convention will have a
13 profound impact on its direction.

14 So I want to thank my union siblings in
15 Local 2865 and Region 8 Director Mitch Smith for the
16 opportunity to be here as we support the path forward.

17 Now, please turn to Article 10, Section 18.
18 This is the article that addresses the issue of
19 vacancies on the International Executive Board.

20 And the current language reads as follows:
21 In the event a vacancy occurs on the International
22 Executive Board because of the death, removal,
23 promotion of a member or other cause, the International
24 Executive Board shall within thirty (30) days, call a
25 special regional convention for the region which the

1 International Executive Board Member represented. Such
2 vacancy shall be filled by a member elected by the
3 delegates from the Local Unions in the region. In the
4 event such vacancy occurring within sixty (60) days
5 before a regular Constitutional Convention, no election
6 shall take place and the office shall remain vacant.
7 In any such special regional convention, the delegates
8 from each Local Union who had been elected to the
9 preceding regular constitutional convention shall serve
10 as delegates to the Special Convention. Each Local
11 Union shall carry the same total vote as it carried at
12 such previous...Constitutional Convention.

13 If there are vacancies in the voting
14 delegation, they shall be filled in the following
15 manner:

16 (a) By alternates where the same were
17 elected to the preceding Constitutional Convention;

18 (b) If the number of delegates is sufficient
19 after applying (a), by reapportioning the votes of the
20 Local Union among the remaining delegates to the extent
21 permitted by Section 7 of Article 8;

22 (c) If the number of delegates is
23 insufficient after applying (a) and (b), by electing
24 additional delegates, these additional delegates to be
25 nominated and elected by secret ballot at successive

1 membership meetings; the required notices for such
2 nomination and election being those set forth in
3 Sections 22 and 24 of Article 8.

4 The proposed change ensures the Article is
5 consistent with changes to Article 10, Sections 2 and
6 5, by adding the following cost. Until the position is
7 filled in accordance with Article 10, Section 2 and 5
8 of the Constitution.

9 And the resulting language reads as follows:
10 In the event a vacancy occurs on the International
11 Executive Board because of the death, removal,
12 promotion of a member or other cause, the International
13 Executive Board shall within 30 days call a special
14 regional convention for the region which International
15 Executive Board member represented.

16 Such vacancy shall be filled by a member
17 elected by the delegates from the Local Unions and the
18 Region. In the event of such a vacancy occurring
19 within 60 days before regular Constitutional
20 Convention, no election shall take place and the office
21 shall remain vacant until the position is filled in
22 accordance with Article 10, Sections 2 and 5 of the
23 Constitution.

24 Thank you. And at this time, I would like to
25 call Sister Yolanda.

1 DELEGATE YOLANDA PASSEMENT: Thank you,
2 Rafael.

3 Good afternoon, fellow members of the UAW.
4 My name is Yolanda Passement. I am Recording Secretary
5 of Local 22, out of Region 1.

6 I would like to thank my Regional Director
7 James Harris, my Assistant Director Jason Craig, and my
8 Regional Rep, Rhonda Maurer for the honor of serving on
9 this committee. It has been a great honor serving with
10 every single member of this committee. And I am
11 extremely grateful for the conversations we have had,
12 sharing of experiences and viewpoints. Having healthy
13 debates in the democratic process that we use
14 throughout every part of our union is exactly what
15 makes the UAW so great.

16 I will now be reading Article 19, Contracts
17 and Negotiations, edits to Section 1.

18 Current language: It shall be the
19 established policy of the International Union to
20 recognize the spirit, the intent, and the terms of all
21 contractual relations developed and existing between
22 Local Unions and employers, concluded out of
23 conferences between the Local Unions and the employers
24 as binding upon them.

25 Each Local Union shall be required to carry

1 out the provisions of its contracts. No officer,
2 member, representative, or agent of the International
3 Union or of any Local Union or any subordinate body to
4 the International Union shall have the power or
5 authority to counsel, cause, initiate, participate in,
6 or ratify any action which constitutes a breach of any
7 contract entered into by a Local Union or by the
8 International Union or a subordinate body thereof.

9 Whenever a Local Union or a unit of an
10 amalgamated Local Union becomes a party to an agreement
11 on wages, hours, or working conditions, it shall cause
12 such agreement to be reduced to writing and properly
13 signed by the authorized representatives of all the
14 parties to the agreement.

15 I will now read the results, which will be on
16 the last paragraph: Whenever a Local Union or a Union
17 of an Amalgamated Local Union becomes a party to an
18 agreement on wages, hours, or working conditions, it
19 shall cause such agreement to be reduced to writing and
20 properly signed by the authorized representatives of
21 all the parties to the agreement. And such agreements
22 shall be made available to members on the Union
23 website, along with the entire contents of a National
24 Agreement applicable to that member.

25 At this time, I would like to bring up to the

1 podium Raquel Harvey.

2 DELEGATE RAQUEL HARVEY: Hello, my fellow UAW
3 members. My name is Raquel Harvey, Elected Delegate
4 and Bargaining Representative at Health Alliance Plan
5 under the Technical, Office & Professionals (TOP) from
6 Local 600 --

7 (Applause)

8 DELEGATE RAQUEL HARVEY: -- out of the great
9 Region 1A.

10 I would like to thank my Regional Director,
11 Laura Dickerson, for her leadership, and for giving me
12 the opportunity to stand before you with so many great
13 leaders. And thanks to the Constitution Committee for
14 allowing me to serve as your Recording Secretary.

15 I will be reading Article 30, Charges and
16 Trials of International Officers, and the current
17 language reads:

18 Section 1. Charges against International
19 Officers or International Executive Board Members may
20 be filed in either of these manners:

21 (a) Upon written affidavit signed by five (5)
22 or more Board Members and filed with the International
23 Secretary-Treasurer.

24 (b) Upon written affidavit signed by a Local
25 Union member and endorsed by the member's own Local

1 Union and by at least ten (10) additional Local Unions
2 in the International Union, or in the case of charges
3 against an International Executive Board Member, upon
4 written affidavit signed by the Local Union member and
5 endorsed by the member's own Local Union and a majority
6 of the Local Unions within the region from which the
7 International Executive Board Member is elected.

8 The Result: Section 1.(b), Upon written
9 affidavit signed by a Local Union member and endorsed
10 by a majority vote of the members in good standing of
11 the affiant's own Local Union attending a special
12 membership meeting held for that purpose, and by a
13 majority vote of the members in good standing of at
14 least five (5) other local unions at a special
15 membership meeting held for that purpose. In the case
16 of charges against an International Executive Board
17 Member (i.e., the Regional Director), all Local Unions
18 involved in initiating or affirming such charges must
19 be within the region from which the International
20 Executive Board Member is elected. In the case of
21 charges filed against an International Officer or
22 International Executive Board Member subject to this
23 Article 30, the charges shall be referred to the
24 Court-appointed Monitor for review and consideration of
25 possible disciplinary action described in the Consent

1 Decree.

2 The Constitution Committee moves for the
3 adoption of this package of amendments.

4 (Motion made)

5 (Applause)

6 PRESIDENT CURRY: All right. The amendment
7 has been read and moved.

8 Is there a second?

9 (Motion seconded)

10 PRESIDENT CURRY: And there has been one
11 asserted.

12 Okay. We will now move to debate.

13 Any delegates desiring to be recognized
14 should stay in their seat, since the rules have been
15 adopted, you will have a 5-minute time limit. And the
16 Chair will recognize you at a specific mic.

17 We will start beginning this debate, we will
18 begin now in Region 1. Any delegate wishing to speak
19 against? Speakers may not speak no longer than five
20 minutes.

21 Delegate waving the folder. Please go to mic
22 3. Pink folder, a jacket, mic 3.

23 DELEGATE WILLIAM PARKER: Thank you, Brother
24 Curry.

25 My name is Bill Parker, Delegate from Local

1 1700, Region 1.

2 Brother Curry, I rise to ask a question about
3 these amendments, because as I read this, does not
4 define whether the Officers and the International
5 Executive Board Members require a majority vote or a
6 plurality vote, in addition to the question of the
7 manner in which a run off, if that is required, will
8 take place.

9 Now, the Chair of the Committee stated that
10 one aspect of this report would be distributed later.
11 I want to know, is that the aspect that's going to be
12 distributed later?

13 Because my fear is, if we have a vote on this
14 without the complete language, then what happens if
15 subsequently, the later report is rejected, and then we
16 have nothing in our language which calls for a majority
17 vote, which I would assume is what most delegates would
18 want.

19 So I'm asking for some clarification.

20 PRESIDENT CURRY: Brother, on the
21 clarification, that is a separate item that will be
22 presented very shortly from the committee following
23 this debate.

24 DELEGATE WILLIAM PARKER: Thank you very
25 much.

1 PRESIDENT CURRY: Thank you.

2 Again, a delegate from Region 1 wanted to be
3 recognized for, and a delegate against.

4 The delegate with the orange folder, mic 4,
5 you are recognized to speak.

6 DELEGATE ERIC MOORE: Good afternoon,
7 everyone. I am Eric Moore, from Local 1264, located
8 here in Region 1, under the great leadership of
9 Director James Harris and Assistant Director Jason
10 Craig.

11 I humbly come before you to speak on a
12 resolution adding language to our Constitution
13 regarding the Consent Decree we entered in January of
14 2021. This Agreement was made as a result of some
15 heinous and despicable acts by those who violated their
16 sacred oath to this great Union. Nine months was not
17 enough. I repeat, nine months was not enough.
18 Understand these changes are needed, and we need to
19 move our organization forward for the greater good of
20 our entire membership.

21 Thanks.

22 PRESIDENT CURRY: Thank you, Delegate.

23 Now hear from a delegate against in Region 1,
24 against in Region 1.

25 Seeing none, we will now move to Region 1A.

1 Delegate to be recognized in Region 1A, for and
2 against. Region 1A.

3 Delegate with the orange card by mic
4 number 7.

5 DELEGATE DOUGLAS TOBICZYK: Good afternoon,
6 Brothers and Sisters. My name is Douglas Tobiczky. I
7 am a delegate here on behalf of Local 600, presiding
8 under Mr. Bernie Ricke. And also a member of
9 Region 1A, led by Director Laura Dickerson.

10 I stand in support.

11 (Applause)

12 DELEGATE DOUGLAS TOBICZYK: I stand here in
13 support of the changes proposed to Article 30,
14 Section 1. For the members that stand with our union
15 and maintain their good standing, their voices must be
16 heard by our leaders. Accountability is a good thing.
17 And we need the type of leaders that embrace
18 accountability to aid in putting the recent past behind
19 us, and move forward as one.

20 Thank you.

21 PRESIDENT CURRY: Thank you, Delegate.

22 Anyone in Region 1A wanting to speak against?

23 Seeing none, we will now move to Region 1D.

24 A delegate in Region 1D, wanting to speak for or
25 against.

1 We recognize the delegate with the mask and
2 the purple folder, or delegate with the purple folder,
3 no mask. Glasses.

4 Delegate, green shirt. Purple folder,
5 eyeglasses. Mic 4.

6 DELEGATE MATTHEW CHURCOTT: Sorry, you threw
7 me off. You said purple. It's green paper.

8 My name is Matt Churcott. I am the President
9 of the Local 455 out of the great Region 1D.

10 I stand in support of this package. Change
11 is needed for the UAW. And change is needed to
12 implement one member, one vote.

13 This package will help our members retain and
14 improve their confidence in our organization.

15 Many locals have a hard time getting member
16 involvement. And this could help improve or involve
17 more members.

18 Thank you.

19 PRESIDENT CURRY: Thank you, Delegate.

20 Anyone else in Region 1D wanting to speak
21 against?

22 Seeing none, Chair would move now to Region
23 2B. A delegate to speak for or against in Region 2B.

24 Delegate with the yellow folder, please go to
25 mic number 8 to be recognized.

1 DELEGATE TERRY MAYL: Good afternoon. My
2 name is Terry Mayl. And I am from Local 128, Region
3 2B, under the direction of Wayne Blanchard, Assistant
4 Director Jeff Shrock.

5 I stand in support of this decree. The
6 members have spoke. And we could agree or disagree
7 with them. It is up to us. I think we should stay
8 together as a union. Keep our votes, one vote, one
9 member. Once again, I stand in support of this
10 resolution.

11 Thank you for your time.

12 PRESIDENT CURRY: Thank you, Delegate.

13 Anyone in Region 2B wanting to speak against?

14 Delegate with the purple folder, please go to
15 mic number 8.

16 DELEGATE TIMOTHY ELLER: Tim Eller,
17 Local 685, Kokomo, Indiana.

18 Article 10, Section 16, it talks about the
19 Court-appointed Monitor, seven days after. Are we
20 always going to have a Court-appointed Monitor for the
21 next 50 years?

22 That's my question.

23 PRESIDENT CURRY: Brother, we are on the
24 current Consent Decree under six years.

25 DELEGATE TIMOTHY ELLER: Yeah, well, maybe

1 the Constitution is supposed to last forever. So this
2 is going to do it after we don't have a Court-appointed
3 Monitor any more. No sense in changing it six years
4 from now. Let's get it right the first time.

5 PRESIDENT CURRY: Thanks, Delegate.

6 We will now move to Region 4, delegate to
7 speak for, and delegate to speak against in Region 4.

8 Chair recognizes the delegate with the pink
9 folder raised, with the mask.

10 (Applause)

11 DELEGATE SCOTT HOULDIESON: Good afternoon,
12 Brothers and Sisters. Scott Houldieson, member of UAW
13 Local 551 in Chicago, Region 4.

14 I want to speak in favor of this resolution.
15 The members have spoken with regards to the referendum.
16 This is a way to bring accountability to our great
17 union, and to make sure that -- part of this is to help
18 make sure that what happened doesn't happen again. I
19 think that's what we all want. So that part of the
20 resolution, I stand in full support of.

21 Also, I would -- nobody has spoken yet about
22 the Article 19 changes. And I would like to say this
23 is a long time coming. And it should be passed
24 unanimously.

25 To have the ability to see your Local

1 Agreement is a way to help the members enforce their
2 own agreements in the plants. And while we have that
3 luxury in Auto, many of our other units don't have that
4 luxury. And I think it's a great amendment to our
5 Constitution. And I fully support it.

6 Thank you very much.

7 PRESIDENT CURRY: Thank you, Delegate.

8 Anyone else wishing to speak in Region 4?

9 Chair recognizes the delegate on the front
10 row, Region 4, the orange folder. Or red folder. Mic
11 1.

12 DELEGATE ANDREW STARK: My name is Andrew
13 Stark. I am President of Brewery Workers, Local 9,
14 UAW, in the brew city, Milwaukee, Wisconsin.

15 I can't really say it much better than the
16 previous delegate. I stand in full support of these
17 changes to the Constitution, for the simple fact that
18 it brings us in line with the Consent Decree that was
19 laid out in January of 2021.

20 PRESIDENT CURRY: Thank you, Delegate.

21 Anyone in Region 4 wishing to speak against?

22 Delegate with the hat being waved.

23 Okay. Seeing none in Region 4 wanting to
24 speak against, we are going to move to Region 8. A
25 delegate in Region 8 speaking for or against.

1 Delegate on the front row, please go to
2 mic 3.

3 DELEGATE CHERYL STUBBLEFIELD: Hello to my
4 delegates and everyone present today. I am Cheryl
5 Stubblefield. I am from Local 129. I am also from the
6 home of our current president, Ray Curry.

7 (Applause)

8 DELEGATE CHERYL STUBBLEFIELD: Give it up,
9 give it up, our current president.

10 I stand in agreement of the resolutions
11 that -- the articles that have been presented. Our
12 experiences has a direct impact on our views and
13 actions.

14 Uncertainty and doubt has entered our lives
15 and has brought us to this point.

16 In the last few years, uncertainty and
17 apprehension has occupied our lives. The awe and
18 amazement of uncertainty is actually unfolding. We see
19 that through our experiences.

20 When we are at this point of uncertainty and
21 apprehensions, some situations, they can be very
22 personal. We can get confused, angry, untrusting, and
23 apprehensive.

24 Our reactions can be overwhelming at these
25 moments, but we must reset. And when we reset, we can

1 think about our strengths and endurances that has
2 guided us to this historical dominance.

3 I am uncertain about the duration of the
4 pandemic. I am uncertain about the United States 2024
5 Presidential Nominees.

6 However, I am certain that we are building
7 our tomorrow today. I am certain that we are stronger
8 together, just like a tree planted by the rivers of
9 water.

10 I stand in agreement with the submitted
11 committee report.

12 (Applause)

13 PRESIDENT CURRY: Thank you, Delegate.

14 Anyone from Region 8 wishing to speak
15 against?

16 Seeing none, we will now move to Region 9.
17 Any delegate in Region 9 wishing to speak against or
18 for?

19 Delegate with the pink folder, Region 9,
20 please go to mic 7.

21 DELEGATE DANIEL VICENTE: Hello again. My
22 name is Daniel Vicente, Local 644, out of Region 9,
23 under Mr. Jeff Binz.

24 I stand in absolute support of this packet.
25 I make no secret that I disagree with leadership on

1 many things, but I think in this one, I think all
2 parties are on the same page. Our union has had
3 problems. One member, one vote is the antidote on how
4 we are going to fix this and democratically give power
5 back to our members on the shop floor.

6 Thank you.

7 PRESIDENT CURRY: Thank you, Delegate.

8 Any delegate in Region 9 wishing to speak
9 against?

10 Delegate with the white piece of paper,
11 please go to mic 7.

12 DELEGATE ROBERTA GAINER: Good afternoon
13 again. My name is Roberta Gainer. I am from UAW
14 Local 774. The region, my Regional Director is Jeff
15 Binz, and Assistant Director Lauren.

16 I want to yield just one minute of my time to
17 name the victims that were brutally killed in Buffalo,
18 just grocery shopping.

19 Roberta Drury, age 32.

20 Margus Morrison, age 52.

21 Andre Mackniel, age 53.

22 Aaron Salter, age 55.

23 Geraldine Talley, age 62.

24 Celestine Chaney, age 65.

25 Heyward Patterson age 67.

1 Katherine Massey, age 72.

2 Pearl Young, 77.

3 And Ruth Whitfield, 86.

4 They lost their lives grocery shopping. They
5 lost their lives because of the color of their skin.
6 And I want their names to always live on for that.

7 I rise here where I agree with the necessary
8 changes to the Constitution based on the Consent
9 Decree. And I am thrilled that my Local Union has an
10 opportunity, all of the members have an opportunity to
11 vote as well as run for International Officers under
12 Article 10.

13 But I would not do my Local any justice if I
14 do not mention the fact that we submitted an amendment
15 to Article 10, Section 1. And my Local Union voted for
16 me to represent them and to bring their wishes to this
17 Local.

18 So I disagree with -- I am against Article
19 10, Section 1, in terms of the officers that are
20 listed.

21 My Local Union submitted an amendment to the
22 Constitution, number 0255 in the book, on page 41,
23 where we felt that we wanted our International
24 Executive Board to mirror our Local Union Executive
25 Board in which a retiree is also an officer of the

1 Executive Board with voice and vote.

2 And so that's why the other ones I am in
3 concurrence with. But Section Article 10, Section 1, I
4 move to amend that because of our Local Union's wishes.

5 PRESIDENT CURRY: Delegate, per Rule 9 on
6 Robert's Rules of Order and the rules that were adopted
7 today, you're out of order.

8 We are currently debating for or against it
9 as it was presented by the Committee.

10 DELEGATE ROBERTA GAINER: Well, I am debating
11 against Article 10, Section 1. So that's what I am
12 debating. I am debating that it includes, it adds an
13 office.

14 PRESIDENT CURRY: You are still out of order
15 because per Rule 9, which is the reports which have
16 been presented and have been adopted, right now the
17 reports as presented, and this piece that's presented
18 is to debate for or against the specific total package
19 that was presented by the Committee.

20 DELEGATE ROBERTA GAINER: So I can't debate
21 individually?

22 PRESIDENT CURRY: No. It's out of order.

23 DELEGATE ROBERTA GAINER: Okay. Well, let it
24 be noted that I am in agreement with all the other
25 ones, because I am supportive of one member, one vote.

1 However, I disagree and feel that it should
2 be added to the Constitution, retirees having a seat as
3 they do on the Local Union Executive Board, to have one
4 at the International Executive Board.

5 PRESIDENT CURRY: Thank you, Delegate.

6 DELEGATE ROBERTA GAINER: You are welcome.

7 PRESIDENT CURRY: We will now move to
8 Region 9A, delegate to speak for and a delegate to
9 speak against.

10 I would like to recognize the delegate with
11 the pink folder. Please go to mic 6. Delegate with
12 the pink folder, please go to mic 6.

13 DELEGATE DAVID PRITCHARD: Hi. Good
14 afternoon. My name is David Pritchard. I am with
15 Local 2322 in Region 9A.

16 And I want to speak out very much in favor of
17 the changes being proposed here. I am a member of UAW
18 D, and I have been for a long time. And I am very
19 proud of this.

20 And we, not UAW D, but the members of the UAW
21 have been in favor of directly electing our officers
22 for a long time.

23 Only a small group of insiders has opposed
24 actual democracy over the years. The referendum made
25 it really clear where the members stand. And the

1 members are this Union. So I'm super thrilled by these
2 changes. And we are very excited to be able to make
3 our voices heard in an actual election, in an actual
4 democratic process coming up.

5 Thank you.

6 PRESIDENT CURRY: Thank you, Delegate.

7 Any delegate in Region 9A wishing to speak
8 against? Delegate in Region 9A wishing to speak
9 against?

10 Delegates, we have now debated for and
11 against in each region.

12 At this time, we would entertain a motion to
13 adopt the report as presented.

14 All in favor, signify by saying aye.

15 Any opposed, by saying nay?

16 The ayes have it.

17 And the order is carried with regard to the
18 referendum package that was presented.

19 (Motion carried)

20 (Applause)

21 PRESIDENT CURRY: I would like to now call up
22 again Todd Dunn, Chairperson of the Resolutions
23 Committee, for their report.

24 RESOLUTION COMMITTEE CHAIR TODD DUNN: That's
25 the way we do it in the military, adapt, shoot, move,

1 and communicate. Now let me get my breath.

2 I ain't scared. Don't threaten me with a
3 good time.

4 Okay. At least I know I can still run to the
5 plane if I have to.

6 All right. Good afternoon, Brothers and
7 Sisters. My name is Todd Dunn from Local 862, under
8 the leadership of Mitchell Smith, Director of Region 8,
9 and Assistant Director Tim Smith.

10 I am the Chairperson of the Resolutions
11 Committee for this Constitutional Convention. I have
12 been asked to introduce a resolution regarding
13 ranked-choice voting for the International Executive
14 Board positions.

15 President, Secretary-Treasurer, Vice
16 President, Regional Directors, nine Local Unions
17 submitted resolutions calling for a ranked-choice
18 voting instead of a run-off election for IEB positions.

19 The Court-appointed Monitor has required that
20 the Delegates to the Convention vote on the issue of
21 whether ranked-choice voting or a traditional run-off
22 system should be used for IEB elections.

23 The Court-appointed Monitor asked the
24 Resolutions Committee to not make a recommendation for
25 or against the ranked-choice voting resolution.

1 Instead, I will read an explanation of
2 ranked-choice voting that was prepared by the
3 Court-appointed Monitor.

4 I will then read the resolution, the
5 resolution for your consideration, and the language of
6 the nine submitted resolutions are being passed out
7 now, along with an explanation of ranked-choice voting
8 that was prepared by the Court-appointed Monitor.

9 If you do not receive a copy, raise your
10 hand, and someone will bring one to you.

11 After I read the explanation of ranked-choice
12 voting and the Resolution, I will turn the meeting over
13 to President Curry to open the floor for debate and a
14 vote on the resolution.

15 Following is the explanation of ranked-choice
16 voting, which was prepared -- and I will just say that
17 which was prepared by the Court-appointed Monitor, and
18 after everyone has received the documents, we will go
19 ahead and move on. I don't want to rush. Give
20 everybody the respect to get it.

21 All these hands, I feel like I'm the Chair
22 now.

23 So you don't get too tired there, you can
24 lower your hands. They are coming around. Give them
25 an opportunity to hit you.

1 Still got some hands up here in the front
2 here, in 8.

3 (Applause)

4 RESOLUTION COMMITTEE CHAIR TODD DUNN: I feel
5 like I'm in the body shop waiting on the next truck.
6 So all we have now, I believe, is Region 1D. Everyone
7 else still good? You good? All right.

8 Still got some in the front of 1D.

9 RESOLUTION COMMITTEE CHAIR TODD DUNN: All
10 right. We'll go ahead and move forward just so long as
11 you can follow along.

12 So following is the explanation of
13 ranked-choice voting that was prepared by the
14 court-appointed Monitor.

15 Ranked-choice voting is an election method
16 that allows voters the option to rank candidates in
17 order of preference. Instead of just using one
18 candidate, voters may rank the candidates on one ballot
19 by indicating their first choice, second choice, third
20 choice, and so on.

21 This process allows for an instant run-off to
22 take place in the event that one candidate does not
23 receive a majority of first-choice votes, without the
24 need for there to be a second election.

25 In a ranked-choice voting system, a candidate

1 here receives a majority of first-choice votes, more
2 than 50 percent, wins outright. If no candidate
3 receives a majority of first votes, an instant run-off
4 is triggered.

5 In an instant run-off, the candidate with the
6 fewest first-choice votes is eliminated from the race.
7 And the eliminated candidates first-choice votes are
8 redistributed to their voter's second-choice
9 candidates. The votes are tallied again. And if the
10 candidate receives the majority, the election is over.

11 If not, this process continues until a
12 candidate has a majority of the votes.

13 For races where there is more than one
14 winner, for example, UAW International Vice Presidents,
15 a similar process is followed, except the voters may
16 cast multiple first-choice votes equal to the number of
17 positions open in that race. The process continues
18 until each position is filled by a candidate with the
19 majority vote.

20 I will now read the resolution.

21 Be it resolved, that Article 10 of the UAW
22 constitution be amended to include the use of
23 ranked-choice voting for International Executive Board
24 officers, which allows for an instant run-off if no
25 candidate achieves a majority votes.

1 Thank you. And I will now turn the meeting
2 over to President Curry.

3 PRESIDENT CURRY: The resolution has been
4 read, and we will now begin the process of debate. We
5 will now start this round of debate with Region 1A.
6 Delegate speaking for, and one speaking against until
7 debate is closed. Each speaker may not speak longer
8 than five minutes, and must be recognized by the Chair.

9 Delegates in Region 1A wanting to speak for
10 and against. There's a delegate raising a red, white,
11 and blue folder, and a hat.

12 Please go to mic number 7. Mic number 7,
13 please delegate.

14 DELEGATE GARY WALKOWICZ: Gary Walkowickz
15 from Local 600.

16 I'm speaking in favor of ranked-choice
17 voting. I know through discussions, that it's a --
18 people feel that there's some confusion about what
19 ranked-choice voting is. It was certainly confusing to
20 me until I decided to look at it closer. And I think
21 that we can overcome this confusion, if there is
22 confusion among our members, by explaining it to them
23 how ranked-choice voting would work, as explained in
24 this handout.

25 And I know a number of local governments and

1 cities are going in the direction of ranked-choice
2 voting.

3 The reason I'm in favor of ranked-choice
4 voting is because of the cost, in two ways. There's a
5 cost to the Union to put on an election. We have
6 almost one million retirees and active members who
7 would be eligible to vote. And of course, with the
8 mail-in ballots there's a cost there, and there would
9 be an additional cost for us to have a run-off election
10 instead of having it all determined in one election.

11 But more to the point, there's a cost to the
12 candidates who are running, to campaign for votes among
13 members who are spread across this entire country.
14 There's certainly a cost whether you want to do it by
15 accessing them through direct manning or another
16 method. It would be the cost to the candidates. And
17 it would be an additional cost to have a second
18 election.

19 And I think as a Union, we do not want to
20 have costs and our elections determined by who has the
21 most money to spend.

22 You know, the men and women who organized
23 this Union many 80 plus years ago, decided to have a
24 delegated process to elect our International Officers.
25 And one of the reasons they wanted to have that

1 delegated process rather than a direct election is
2 because they, themselves, did not want to have money be
3 factor in determining who wins an election.

4 So our members have chosen through the
5 referendum, to now have a direct vote rather than a
6 delegated process. But I think the concern is still
7 the same. We don't want to have an election determined
8 by which candidate has the most money to spend in
9 campaigning among our one million -- almost our one
10 million eligible voters in this Union.

11 So I think on that basis, it is incumbent
12 upon us to have a process where the election can be
13 determined in one vote. And thus, I am in favor of the
14 ranked-choice voting. Thank you.

15 PRESIDENT CURRY: Thank you, Delegate.

16 Delegate in Region 1A wanting to be
17 recognized to speak against. Delegate with the yellow
18 folder, closest to mic 7, please move forward, black
19 jacket.

20 DELEGATE BERNARD RICKE: Good afternoon. I'm
21 Bernie Ricke from Local 600, Region 1A under the
22 leadership of Director Laura Dickerson, and Assistant
23 Director Dave Pagac.

24 (Applause)

25 DELEGATE BERNARD RICKE: I rise against the

1 motion. I find it interesting that cost is all of a
2 sudden an issue. It wasn't an issue when we took it to
3 the membership to go to referendum voting.

4 (Applause)

5 DELEGATE BERNARD RICKE: I also know that
6 during that campaign for referendum voting, the mantra
7 was one man, one vote. They need to vote like the
8 local elections. For our local elections, we don't do
9 surveys with all the candidates. We vote for one
10 person. Every election I voted in, in the 66 years
11 I've been around, 49 as a UAW member, I vote for one
12 person. I don't have a second or third choice because
13 maybe I don't like the second or third candidate.

14 So our members voted for one man, one vote.
15 That's what we should give them, not a survey.

16 If you look at the new process they had for
17 mail-in ballots, about 14 percent of our members and
18 retirees participated. Eight or nine percent made the
19 decision to go to referendum voting, which we all
20 accept, and that's what we're moving on with. But at
21 this point, I think we should do what they wish.

22 If you think that participation wasn't good,
23 if you make the process even more confusing, I think
24 you're going to have less than 10 percent of our
25 members vote. And I don't think that's democratic.

1 So in support of that, I rise against the
2 proposal.

3 (Cheers and Applause)

4 PRESIDENT CURRY: Thank you, Delegate.

5 We will now move to Region 1D. Delegate to
6 speak in favor, delegate to speak against.

7 Delegate with the blue folder, third row,
8 please go to mic 4.

9 DELEGATE JASON VANBOCXLAER: Jason
10 Vanbocxlaer, President of Local 362.

11 I stand in opposition of the rank voting.
12 First, the fact that members will be putting a mark by
13 multiple names will be confusing to the membership. If
14 that member makes a mistake, then their ballot is
15 spoiled, and they would have to wait to try to get a
16 new one, if they can get a new one in time for the
17 election.

18 Also, the fact that members have to make a
19 mark for choices for candidates that they don't support
20 is wrong. They should be able to just mark the
21 candidate that they support, not a second or third
22 choice that they have no interest in.

23 (Applause)

24 DELEGATE JASON VANBOCXLAER: I understand
25 that rank voting is supposed to help cut costs as far

1 as elections, but I don't believe that cost should be a
2 concern when it comes to electing our officials --

3 (Applause)

4 DELEGATE JASON VANBOCXLAER: -- that will
5 guide us into the future. We should all have the right
6 to vote for the -- only the candidates that we support,
7 and that's it.

8 Lastly, it's important to keep run-off
9 elections intact. This is the way that we do it at our
10 locals. This is the way that we can do it at the
11 international level as well. So I say nay to rank
12 voting. Thank you.

13 (Applause)

14 PRESIDENT CURRY: Thank you, Delegate.

15 Delegate in Region 1D wishing to speak in
16 favor. Seeing none, we'll now move to Region 2B.

17 Delegates in Region 2B wishing to speak in
18 favor or against. Delegate with the white folder,
19 please go to mic 8.

20 DELEGATE WILLIAM GUINAN: Bill Guinan, UAW
21 Local 685. I am totally against rank voting.

22 It was good enough to get you the positions
23 that you are now on that Executive Board, if you were
24 elected out of a local union. It's the same way.

25 We don't change things for our members. You

1 don't have special rules just because you're running
2 for the Executive Board. You go by the same rules as
3 the guy putting parts in transmissions, the guy
4 teaching children, and the guy who is putting cars
5 together, or the lady, the brother and the sister.
6 There's no special rules. This is an embarrassment to
7 this convention. You shouldn't even have brought it.

8 And I don't know who the FBI Monitor is, but
9 he needs to talk to some of us because he needs to talk
10 to the people in the plant on how the rules work, not
11 the people who were breaking the rules.

12 (Cheers and Applause)

13 PRESIDENT CURRY: Thank you, Delegate.

14 Delegate from Region 2B wishing to speak in
15 favor.

16 There is a delegate with a yellow piece of
17 paper and a white shirt. Please go to mic 8.

18 DELEGATE MARJORIE CHAMBERS: Good afternoon.
19 Thank you, President Ray Curry. My name is Marjorie
20 Chambers. I'm out of Local 1005, Region 2B, under the
21 directors -- directorship of Wayne Blanchard and Jeff
22 Shrock, Assistant Director.

23 I stand in support of the amendment for --
24 let me get it right -- in the amendment which allows
25 for an instant run-off if no candidate receives a

1 majority vote.

2 I've been an elected official. I've been a
3 member of Region 2B, UAW for over 47 years. And over
4 the 47 years, I have participated in many elections. I
5 won some, lost some, run-offs, but I accepted the
6 run-off elections. I accept it as the voice of the
7 membership.

8 So I think it's important that we pay close
9 attention to this, and accept the amendments made to
10 this resolution. Thank you.

11 PRESIDENT CURRY: Thank you, Delegate.

12 Now, I'll move to Region 4. Delegate to
13 speak in favor and delegate to speak against.

14 Recognize the delegate in row three with the
15 white paper. Please go to mic number 2.

16 DELEGATE TIMOTHY SILHA: I'm Tim Silha from
17 UAW Local 95, Region 4, with our Director Ron McInroy,
18 and our Assistant Director Brad Dutcher. And I rise to
19 speak against this resolution.

20 I have a local that's dominated by retirees,
21 and I see this as a nightmare. And I see this as an
22 opportunity for many of my retiree votes to be
23 disqualified because of the confusing language to it.
24 And we just put the one member, one vote into effect,
25 and I just don't understand why we would want to change

1 it before we even use the damn thing. So, thank you.

2 (Applause)

3 PRESIDENT CURRY: Thank you, Delegate.

4 Delegate in Region 4 wishing to speak in
5 favor. Delegate with the purple folder and the mask
6 and the hat, go to mic 2.

7 DELEGATE SCOTT HOULDIESON: Good afternoon,
8 Brothers and Sisters. Scott Houldieson from UAW Local
9 551 in Chicago, Region 4.

10 I stand to speak in favor of ranked-choice
11 voting. The reasons are multiple. Ranked-choice
12 voting gives a better indication of the intentions of
13 the voters in the run-off system. It's an instant
14 run-off rather than a delayed run-off. So, we get the
15 results right away instead of having to wait and wait
16 and wait for the run-off to take place.

17 So let's say, for instance, we have our
18 election this fall, which we're going to do, and the
19 ballots go out in October, they get returned by the end
20 of November, it takes a week or so to count the
21 ballots, you're into December, and then within seven
22 days, the Monitor comes back and says, well, we have a
23 run-off for president and two Vice Presidents.

24 Okay. Now, we've got to put those ballots
25 together. We got to mail those ballots out in late

1 December, early January. Then, come around February,
2 people are returning their ballots. In March, we're
3 getting the results. What's happening next March?
4 We're all meeting here again, aren't we?

5 We have auto negotiations next year. Do we
6 want to wait that long to know who's going to be
7 negotiating our contracts? It's important that we get
8 the results for these elections as quickly as possible.
9 That's one of the best arguments for ranked-choice
10 voting that I think of.

11 But also, you get better voter turnout. We
12 were concerned about the voter turnout with referendum.
13 Well, with a run-off election, I know in our local
14 union, run-off elections are always lower vote -- voter
15 turnout. So if you want the sense of the voters,
16 ranked-choice voting gives those voters the sense --
17 the opportunity to make that choice right away, when
18 they're filling out their ballot.

19 So I think we need to have an instant run-off
20 rather than a delayed run-off, so that we can be
21 prepared for taking on the corporations. That's our
22 real job here, is taking on the corporations. So let's
23 be prepared for that.

24 (Applause)

25 PRESIDENT CURRY: The Chair will entertain a

1 delegate now, from Region 8, for and against. Delegate
2 with the lime folder, please go to mic 2.

3 DELEGATE ERICK GRANT: Good afternoon,
4 everybody. My name is Erick Grant, call me Big E. I'm
5 from Local 862 out of Louisville, Kentucky.

6 (Applause)

7 DELEGATE ERICK GRANT: Under the direction of
8 Mitchell Smith, and Tim Smith, his Assistant Director.

9 As we sit here, you know, I've got a whole
10 bunch of stuff I'm sitting here writing, listening to
11 folks around, and a lot of it really don't make any
12 sense to me. Because like the gentleman back there
13 said, he was like, hey, now, the money is an issue when
14 the money should never be an issue when you talking
15 about our future here.

16 So I've been opposed to it. Mainly, because
17 we not even educating our young generation that's
18 coming up. They don't even know what it is. If you
19 ask them about ranked-choice voting, they're going to
20 say, what is that. That's not the answer that we want.

21 I don't know about you all but, you know, a
22 lot of people here getting ready to retire, and we want
23 to make sure we can get everything we need to get when
24 we retire. And, the ranked-choice voting is not it.

25 (Applause)

1 DELEGATE ERICK GRANT: You know, when you
2 start putting in strategic voting within the voting,
3 it's very dangerous. And that's something we can't
4 have in our union. It starts to confuse our
5 membership, and it complicates things. And that's why
6 we need to be opposed for this.

7 (Applause)

8 PRESIDENT CURRY: Thank you, Delegate.

9 Delegate in Region 8 wishing to speak in
10 favor. Delegate in Region 8 wishing to speak in favor.
11 Delegate on the second row with the lime card.

12 DELEGATE SERENA VELDHUIZEN: May name is
13 Serena Veldhuizen. I'm with Local 171 out of Region 8,
14 under Director Mitchell Smith and Assistant Director
15 Tim Smith.

16 The UAW membership voted to accept the one
17 member, one vote, not one member, two or more votes.
18 The only way to honor one member, one vote, is by
19 accepting the run-off process.

20 Therefore, I stand in support of Article 10,
21 Section 5.

22 PRESIDENT CURRY: Thank you, Delegate.

23 (Applause)

24 PRESIDENT CURRY: We'll now move to Region 9.
25 Delegate standing in support, and delegate oppose.

1 Delegate with the blue card, please go to mic
2 number 7.

3 DELEGATE WENCESLAO VALENTIN III: Hi, I'm
4 Wence Valentin, III, delegate and president of UAW
5 Local 774. Our Region 9 Director, Jeff Binz, Assistant
6 Director Lauren Farrell, and our great servicing rep,
7 Jimmie Lakeman. I'm here with our delegates and our
8 shop Chairman, Mike Grimmer. We represent the UAW
9 membership, active and retired, from the Tonawanda
10 Engine Plant right outside of Buffalo, New York.

11 Like many other locals, our plant is looking
12 for new work. Since our national strike against GM, we
13 are down over 300 members, with up to 80 more set to be
14 laid off this fall. We need new work, new work that
15 pays a sustained wage which, in New York State, is
16 between 38 and 42 dollars an hour.

17 All we make at our plant is gas engines. We
18 have an uncertain future.

19 I am against the ranked-choice voting system.
20 Our members spoke loud and clear, they wanted one
21 member, one vote. And I believe this will violate
22 that. It will complicate the vote which should be
23 simple. One member, one vote. Not three votes. Not
24 four votes.

25 (Applause)

1 PRESIDENT CURRY: Thank you, Delegate.

2 Delegate in Region 9 wishing to speak in
3 favor. Delegate with the purple folder, please go to
4 mic 7.

5 DELEGATE DANIEL VICENTE: Hello, again. My
6 name is Daniel Vicente, 644, Region 9.

7 I stand in support of ranked-choice voting.
8 And I just want to be clear. Many people have
9 suggested that you would have to put multiple people on
10 the ballot. If you only liked one person, you would
11 only have to put one name.

12 (Applause)

13 DELEGATE DANIEL VICENTE: So you wouldn't
14 have to fill out every single name. If you think some
15 of them are better, you could put a two. You could put
16 a three. It's not the boogieman that they're making it
17 out to be.

18 But I would just like to say, I support this.
19 It would allow our union an instant run-off as opposed
20 to having a second run-off, which we would have to --
21 we've already gone over it. We would have to fund, and
22 then we would have to mail and all that stuff again.

23 And I don't work for the Big Three or
24 independent part suppliers. Y'all got big contracts
25 coming up. We want leaders to be seated and ready for

1 those negotiations coming up. If we have a second
2 run-off, it's going to push it back into next year.
3 And that ain't great for you guys.

4 Also, the states of Alaska and Maine both
5 have ranked-choice voting and it has not ruined their
6 democracies or destroyed their communities or anything
7 like that. It's just an easier way to do this one
8 time.

9 You know, so really, that's really what I
10 got. It's not overly complicated. If you like one
11 person, just one -- write one name. Thanks.

12 PRESIDENT CURRY: Thank you, Delegate.

13 (Applause)

14 PRESIDENT CURRY: We'll now move to Region
15 9A. A delegate to speak in favor, and delegate to
16 speak against.

17 Delegate with the blue folder, black shirt,
18 please go to mic 6.

19 Delegate with the blue folder, please go to
20 mic 2 on the point of order. Delegate at mic 6, please
21 standby.

22 DELEGATE FRANTZESKA GIGINIS: Hi, I'm
23 Frantzeska, sorry. Yeah, thank you.

24 (Laughter)

25 DELEGATE FRANTZESKA GIGINIS: Sorry, y'all,

1 I'm vertically challenged.

2 Frantzeska, 2865, in California.

3 And I just want to make a point of order. I
4 think our delegate over -- that was supposed to be
5 saying something pro in Region 8 for ranked choice,
6 they said something negative twice. So I was hoping
7 that you would give another chance to allow one of us
8 who want to speak on behalf of pro ranked choice in
9 Region 8 to speak.

10 THE COURT: Okay. Delegate at mic 6, standby
11 for Region 9A. We will take a delegate to speak in
12 favor, out of Region 8.

13 Delegate with the blue folder, please go to
14 mic 2.

15 DELEGATE FRANTZESKA GIGINIS: Hi, Frantzeska
16 again. 2865, union of TAs and tutors and readers.

17 So one thing I would like to put out there
18 for everyone is that, I don't know about y'all, but I'd
19 rather be organizing on the ground than worrying about
20 an election. So remember that time is also money.
21 This is -- the time spent that people are, like,
22 worried about these elections, they're not organizing
23 as hard.

24 Second thing, I think our members are really
25 smart, and I think it's really condescending that

1 everyone's saying that they're not going to understand
2 voting.

3 (Applause)

4 DELEGATE FRANTZESKA GIGINIS: Like, it's the
5 same thing as you're listing your favorite candy.

6 Like, I don't --

7 Another thing I wanted to point out, is that
8 I do hear a lot of people saying, as they're against,
9 is that this is the way it's always been and that it
10 works really well. I disagree that it works really
11 well. I think we have, like, a big, you know, public
12 issue about the way these things work.

13 Also, saying these are the way things always
14 work did not win us the five-day work week, nor the
15 eight-hour workday. It was the --

16 (Applause)

17 DELEGATE FRANTZESKA GIGINIS: -- rank and file
18 members who don't want to listen to the status quo that
19 got us those things.

20 So, and I also wanted to come in here saying
21 that I did not make a decision about ranked-choice
22 voting when I came here. I was sitting in Starbucks an
23 hour -- a few hours ago, trying to figure out what I
24 wanted to decide. But what I noticed is that there's a
25 lot of people that want the status quo. And as an

1 organizer, there's always a red flag going off in my
2 head when there's people overly supporting a status
3 quo. And I just want every single one of you, before
4 you vote on this, to ask yourself who benefits by
5 keeping things exactly the way they are.

6 That's all.

7 (Applause)

8 PRESIDENT CURRY: Thank you, Delegate.

9 We will now go to Region 9A. Delegate, black
10 shirt, mic number 6.

11 DELEGATE LEANDRA BARRETT DIAZ: Good
12 afternoon, Brothers and Sisters. My name is Lee Diaz.
13 I'm from Local 2110, in New York City.

14 I hope you can take the time to hear me out
15 and consider my position. I believe that ranked-choice
16 voting is the best way to implement one member, one
17 vote because it is an instant run-off and not a delayed
18 run-off.

19 Ranked-choice voting and one member, one vote
20 are not contradictory. They're the same thing.

21 (Applause)

22 DELEGATE LEANDRA BARRETT DIAZ: I have three
23 reasons why I support ranked-choice voting. I'm going
24 to tell you the first two, and then a quick anecdote
25 that will explain why I think ranked-choice voting is

1 simple to understand.

2 First, as many have said before me,
3 ranked-choice voting is cost-effective. Runoffs waste
4 millions of dollars on unnecessary mailings that could
5 go directly to other priorities if there's an instant
6 run-off.

7 Second, ranked-choice voting, as others have
8 noted, it's tested, it's effective. It's used in four
9 countries in federal elections, in several U.S. state
10 versus state elections, and it's used by the largest
11 city in the United States, New York City, to decide
12 municipal elections.

13 (Applause)

14 DELEGATE LEANDRA BARRETT DIAZ: Third, and
15 let me be clear on this, because as the daughter of a
16 truck driver, who is the smartest person I know, but
17 didn't have a lot of degrees, working people can
18 understand complex things.

19 (Applause)

20 DELEGATE LEANDRA BARRETT DIAZ: It is
21 condescending to say that ranked-choice voting is
22 complicated, confusing, or frustrating. What they're
23 telling you is that UAW members, young and old,
24 delegate and rank and file are too dumb to understand
25 what ranked-choice voting is, and how we can implement

1 a new system.

2 So I'm going to share an example of what I
3 think of when I think of ranked-choice voting. Let's
4 say that the MLB World Series is no longer decided by a
5 playoff, it's now decided by ranked-choice voting.

6 Though all 30 teams are on my ballot, I'm only going to
7 rank the four that I follow.

8 I'm here in Detroit and I feel moved by the
9 Brothers and Sisters that I've heard from today about
10 their work ethic. And so, despite not winning the
11 World Series since 1984, and their 38-58 record, I'm
12 going to be ranking the Detroit Tigers as my number one
13 priority to win the World Series.

14 Next, I'll be ranking the New York Yankees.
15 It's where I live today, and they're the winningest
16 team in the league.

17 And thereafter, I would rank the Dodgers and
18 the Astros because I have connections to those teams.

19 So, I have a ballot vote. A single ballot, a
20 single member with four priorities ranked in the order
21 that I believe that they should go.

22 It then goes to an instant run-off. And all
23 votes are tabulated by the same systems, the same
24 software that would have been used before.

25 If, in the event, that one team does not win

1 more than 50 percent of our vote for the World Series,
2 then the person who came in last is eliminated from the
3 tabulation. That means we got rid of the Washington
4 Nationals.

5 Sorry.

6 All of those persons whose ballots ranked the
7 Nationals as their number one team will have their
8 votes reallocated to the team that they have
9 prioritized second. Then, they tabulate it again. And
10 if at that time, no team has won 50 or more percent,
11 they run it again. And at that point, my vote for the
12 Detroit Tigers gets taken out because they've come in
13 last. If that is the case, then my second priority for
14 the Yankees, my vote goes to them.

15 Let me reiterate. This is one ballot, one
16 member. I only have one vote, but it is tabulated in
17 order of my preference, so nobody needs to spend
18 another \$5 mailing me a new ballot. I get it done on
19 time.

20 So that's ranked-choice voting. It's
21 cost-effective. It's means tested, and it's easy to
22 understand. Do not let anybody here tell you it's not
23 easy to understand.

24 The UAW is in favor of one member, one vote,
25 and they should support ranked-choice voting because

1 they are one in the same.

2 Thank you for your time.

3 PRESIDENT CURRY: Thank you, Delegate.

4 (Applause)

5 PRESIDENT CURRY: Delegate in Region 9A to
6 speak against. Delegate waiving the white folder
7 closest to mic 6, yellow shirt.

8 9A SECRETARY LARISA SIERRA: Hi, I'm Larisa
9 Sierra, I'm the secretary from Region 9A, and I'm going
10 to be translating.

11 DELEGATE MAYRA MUNOZ: My name is Mayra
12 Munoz, delegate and president for Local 1850, UAW
13 Region 9A.

14 I am here to express against ranked voice
15 [sic] voting for the following reasons. It goes
16 against what we already voted. And who we -- and who
17 ensures me my vote will be counted at the end?

18 It's also a little confusing and complicated.
19 We can either vote for too many or too few.

20 I am not sure this voting would work. We
21 shouldn't adopt a permanent change such as this one
22 without being educated on this matter and without
23 having further information.

24 Thank you, and good afternoon.

25 PRESIDENT CURRY: Thank you, Delegate.

1 (Applause)

2 PRESIDENT CURRY: We will now move to the
3 last region, Region 1. A delegate for, delegate
4 against.

5 Chair recognizes the delegate with the pink
6 folder closest to mic number 3.

7 DELEGATE VICTORIA BRESSLER: Hello. I'm from
8 Local 412, Victoria Bressler. I served 11 years on the
9 Election Committee for my local.

10 The membership of our union voted for one
11 man, one vote, and the direct -- or direct election,
12 not one man, five votes.

13 (Applause)

14 DELEGATE VICTORIA BRESSLER: When you put
15 down one name on your vote, it doesn't count if you
16 just put the one name and leave the rest blank. So a
17 person who did not get 50 percent, again, is a way to
18 drum up the minority and one man, one vote. One man
19 for the five votes.

20 PRESIDENT CURRY: Thank you, Delegate.

21 (Applause)

22 PRESIDENT CURRY: Chair recognizes a delegate
23 in Region 1 in favor.

24 The delegate that's waving. The delegate
25 that's waving the folder. Delegate that's holding up

1 the local placard.

2 Delegate with the red card, please go to mic
3 4.

4 DELEGATE ROGER ABBOTT: Roger absent, Local
5 653, for Pontiac, in Milford.

6 Here it is, is that ranked-choice voting, to
7 be honest, is a noble measure. However, as is clearly
8 seen as by many people speaking for and against, there
9 is an education that obviously needs to be played up to
10 measure.

11 Do you have some issues? Is there someone
12 you don't have a second or third choice and there's
13 only one person you want to vote for, just vote for the
14 one person. It is more efficient, and mathematically,
15 it does work out.

16 However, it's very clear that more education
17 may be needed for this in order for it to pass as we
18 clearly see with the tides turning for this.

19 Thank you.

20 (Applause)

21 PRESIDENT CURRY: Thank you, Delegate.

22 We've now covered all of the regions. Chair
23 would entertain a motion to end debate.

24 (Motion made)

25 PRESIDENT CURRY: There's a motion. Is there

1 support? There's support.

2 (Motion supported)

3 PRESIDENT CURRY: All in favor, signify by
4 saying aye. Any opposed? Ayes have it, and the motion
5 is carried motion carried.

6 (Motion carried)

7 PRESIDENT CURRY: At this time, the adoption
8 of a motion of Article 10 of the UAW Constitution be
9 amended to include the choice of ranked-choice voting
10 for International Executive Board offices, which allows
11 for an instant run-off if no candidate achieves a
12 majority of the votes.

13 All of those in favor of adopting such a
14 resolution, please say aye.

15 All those opposed, please say nay.

16 PRESIDENT CURRY: The nays are
17 overwhelmingly, and the motion is rejected for
18 ranked-choice voting.

19 (Motion defeated)

20 (Cheers and Applause)

21 PRESIDENT CURRY: This issue of ranked-choice
22 voting will now go to the Constitution.

23 I'll now call on Secretary-Treasurer Frank
24 Stuglin to preside.

25 (Applause)

1 SECRETARY-TREASURER STUGLIN: I'd like to do
2 a Region 1D member, Angelo Moreno, during the course of
3 this -- I'd like to introduce Chairperson Shinaul back
4 up here.

5 (Video played)

6 (Applause)

7 CONSTITUTION COMMITTEE CONSTITUTION COMMITTEE
8 CHAIRPERSON AARON SHINAUL: Good afternoon fellow UAW
9 members, President Curry, Secretary-Treasurer Stuglin,
10 Executive Board members, and delegates. Again, my name
11 is Aaron Shinaul, Chairperson of Constitution
12 Committee.

13 We will now present proposed changes of
14 Article 10, Section 5, Elections of International
15 Officers, International Executive Board Members.

16 The proposed changes are necessary due to the
17 terms of the consent decree and the following results
18 of the referendum vote.

19 At this time, I will call Mike Digiuseppe.

20 (Applause)

21 DELEGATE MICHAEL DIGIUSEPPE: Hello, UAW. My
22 name is Michael Digiuseppe, Vice President of Local
23 259.

24 First and foremost, I would like to thank the
25 membership of Local 259 for their support and their

1 trust. It's an honor to represent them.

2 (Cheers and Applause)

3 DELEGATE MICHAEL DIGIUSEPPE: There you go.

4 I would like to thank my colleagues on the
5 committee for their patience, and creating an
6 environment where all ideas were discussed freely.

7 I would like to thank my Director, Beverly
8 Brakeman, for supporting me and trusting me to
9 represent the great Region 9A.

10 Last but not least, my President, Brian
11 Schneck. His leadership is inspiring, and he is a true
12 leader. Thank you, Brother Schneck.

13 Article 10, Officers and Elections, edits to
14 Section 5 as follows:

15 Current Language.

16 All elections of International Officers and
17 International Executive Board members shall be by
18 roll-call vote.

19 In any election for International President,
20 International Secretary-Treasurer, International
21 Executive Board Member, or International Trustee where
22 there are three or more candidates, and on the first
23 ballot, no such candidate receives a majority, there
24 should be a run-off between the two candidates who
25 received the highest number of votes on the first

1 ballot.

2 Result. Sections 5(a).

3 All elections of International Officers and
4 International Executive Board Members shall be by a
5 mail vote of a secret ballot by eligible members in
6 good standing and, in the case of the election of the
7 International Executive Board members, secret ballots
8 shall be cast in a mail vote by eligible members in
9 good standing within the geographical districts listed
10 in Section 21.

11 B. In any election for International
12 President, International Secretary-Treasurer, or
13 International Executive Board Member, where there are
14 three or more candidates and, on the first ballot, no
15 such candidate receives a majority, there shall be a
16 subsequent run-off election conducted in a mail vote or
17 secret ballot between the two candidates who received
18 the highest number of votes on the first ballot.

19 C. The election of the three International
20 Vice Presidents shall be determined by a majority vote
21 as follows:

22 Each voter may vote for one candidate for
23 each open position.

24 Where there are less than seven candidates,
25 the three candidates receiving the greatest number of

1 votes shall be declared elected.

2 Where there are seven or more candidates, the
3 majority point is determined by adding the total votes
4 cast for the office of Vice President, dividing by the
5 number of positions to be filled, and dividing by hhe
6 two, which will determine the 50 percent mark that must
7 be exceeded for a majority.

8 In the event, more than three candidates
9 receive a majority vote, the three candidates with the
10 greatest majority shall be declared elected.

11 Where there are seven or more candidates and
12 no candidate receives a majority, the run-off is
13 confined to the six candidates receiving the greatest
14 number of votes.

15 6. Where there are seven or more candidates
16 and only one candidate receives a majority, the run-off
17 is confined to the candidates who finished in second,
18 third, fourth, or fifth position.

19 Where there are seven or more candidates and
20 only two candidates receive the position, the run-off
21 is confined to the candidates who finished in third or
22 fourth positions.

23 D. For the period of oversight, in
24 accordance with the terms for the January 29, 2021
25 Consent Decree entered by the United States District

1 Court in Detroit, the Court-appointed Monitor in
2 constellation -- excuse me, consultation with the
3 International Union, shall develop the election rules
4 and methods for the election of International Officers
5 and International Executive Board members, which shall
6 be -- which shall provide the specific dates for the
7 mailing tabulation of ballots to occur.

8 The Constitution Committee moves for the
9 adoption of this amendment.

10 Thank you.

11 (Applause)

12 SECRETARY-TREASURER STUGLIN: Okay. We'll
13 start off the debate with debate, or is there a motion?
14 Motion to accept the resolution.

15 (Motion made)

16 SECRETARY-TREASURER STUGLIN: Second?

17 All right. Open up for debate with 1D. Blue
18 card

19 DELEGATE ROBERT TURNER: Thank you.

20 Hello, Brothers and Sisters. My name is
21 Robert Turner, elected delegate for Local 2031 from
22 Region 1D, under the dedicated and dependable
23 leadership of Director Steve Dawes and Assistant
24 Director Scott Zuckschwerdt.

25 I'm here in support of the proposed

1 amendments to Article 10, Section 5, of our UAW
2 Constitution. These changes provide clarification and
3 gives us amazing -- us and this amazing union and
4 everlasting institution for worker rights and social
5 justice, a clear, consistent, and concise direction of
6 how our International Officers and Executive Board
7 members shall be elected moving us forward.

8 Thank you.

9 (Applause)

10 SECRETARY-TREASURER STUGLIN: Anybody
11 against?

12 So move on to 2B. Anybody for? The yellow
13 card, yellow paper, folder, whatever it is, mic 8.

14 DELEGATE MARJORIE CHAMBERS: Hi, thank you.
15 Again, Marjorie Chambers, Region 2B, Local 1005.

16 I think I got up a little earlier before, but
17 I stand in support of Article 10, Section 5.

18 And like I said previously, with 47 years UAW
19 seniority, I've run in various elections. And it was
20 the 50 percent that either won an election or lost an
21 election for me.

22 I think with this Article, we'll get the true
23 voice of the membership. And it's that true voice that
24 lets the -- well, the people vote who they want. And
25 it's that vote, and it's a democracy of the voter is

1 that [sic] we looking for. And I think with the 50
2 cent [sic] plus one, we'll get a better voice, a
3 snapshot of what the membership wants.

4 Thank you.

5 SECRETARY-TREASURER STUGLIN: Anybody
6 against? Against?

7 Okay. We're going to move on to Region 4.

8 Over here. All right. Sorry about that.
9 The white paper there.

10 DELEGATE JASON EBERT: Hello, I'm Jason
11 Ebert, delegate and financial secretary, Local 434, in
12 Region 4.

13 I'd like to speak in favor of this. We're
14 changing how we're doing these elections drastically.
15 So we have to define the rules and make sure everything
16 goes how it's supposed to go. And we know what happens
17 when instances occur.

18 So I'm absolutely in favor of this. I
19 appreciate it. And I'm going to do this because I'm a
20 man of my word. Sammy Billy, we're going to live
21 forever.

22 SECRETARY-TREASURER STUGLIN: All right.

23 Anybody against? Nobody against?

24 Moving on to Region -- where we going?
25 Region 9A. Oh, Region 8, I'm sorry. Region 8.

1 Brother right here in the yellow.

2 DELEGATE NEAL LAZARUS: Neal Lazarus, Local
3 788 out of Region 8, Director Mitchell Smith and the
4 hardest working Assistant Director, Tim Smith.

5 (Applause)

6 DELEGATE NEAL LAZARUS: I'm in support of
7 this resolution to make it very clear on how we operate
8 our local union. And I think this further goes along
9 to help stamp out the black eye that we all went
10 through over the last couple of years, to put us back
11 in a positive light.

12 So, I do support the resolution.

13 SECRETARY-TREASURER STUGLIN: All right.

14 Anybody against? Brother in the red, or
15 sister. It's hard to see.

16 DELEGATE SHEILA KULKARNI: Hello, good
17 evening. My name is Sheila. I am a delegate from
18 Local 2865, in Santa Barbara, California.

19 I wanted to speak against this resolution
20 because we just made a great big hullabaloo about
21 ranked-choice voting being way too complicated for us.
22 So I'm confused to see the seven, like, if this, then
23 that, and if that, then this. And there's sort of a
24 lot of, you know, stuff going on and we can just be
25 doing ranked-choice voting.

1 So I'll vote for it, but it's a little
2 hypocritical to me.

3 (Applause)

4 SECRETARY-TREASURER STUGLIN: Thank you.

5 DELEGATE SHEILA KULKARNI: Thank you, all.

6 SECRETARY-TREASURER STUGLIN: Anybody else in
7 Region 8?

8 Region 9. Way in the back, the pink card.
9 Go to mic 6.

10 DELEGATE NICHOLAS CAPONE: Good afternoon,
11 Brothers and Sisters. Nick Capone, shop chairman of
12 Local 1097, under the direction of Director Jeff Binz
13 and Assistant Director Lauren Farrell.

14 I fully suppose [sic] the proposed changes of
15 Article 10 calling for mail-in vote of secret ballot,
16 ballots of eligible members in good standing. And I
17 also support the run-off election by secret ballot.

18 Thank you.

19 (Applause)

20 SECRETARY-TREASURER STUGLIN: Anybody else
21 against in Region 9?

22 Region 9A. The white card with the green
23 shirt.

24 DELEGATE BRIAN SCHNECK: Thank you.

25 Brian Schneck, president, Local 259, Region

1 9A, Director Beverly Brakeman. The most dynamic
2 director ever to serve in the UAW.

3 (Applause)

4 DELEGATE BRIAN SCHNECK: I call the question.

5 SECRETARY-TREASURER STUGLIN: Motion has been
6 called for the question.

7 (Motion made)

8 SECRETARY-TREASURER STUGLIN: Is there
9 support?

10 (Motion supported)

11 SECRETARY-TREASURER STUGLIN: All in favor?
12 Opposed. The question's being called.

13 So we're going to take a vote on the
14 resolution now. And all in favor of the resolution as
15 written.

16 All in favor, say aye. Opposed? Ayes have
17 it. Thank you.

18 (Motion carried)

19 SECRETARY-TREASURER STUGLIN: I'll call up
20 Ray curry.

21 PRESIDENT CURRY: Delegates, we have had a
22 really healthy discussion. I want to thank Frank for
23 chairing that piece just most recently. But we've had
24 a healthy discussion, and at this time, we're calling
25 for a recess of this 38th Constitutional Convention.

1 We will reconvene at 9:00 a.m. tomorrow
2 morning, here in the hall. We look forward to seeing
3 you then.

4 Have a great and a safe evening. Thank you.

5 (The Convention recessed at 5:47 p.m.)

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Tuesday
July 26, 2022

07/26/2022

1 38TH CONSTITUTIONAL CONVENTION

2 Detroit, Michigan

3 July 25 -28, 2022

4

5 Day 2

6 Tuesday, July 26, 2022

7

8 PRESIDENT CURRY: Good morning, delegates.

9 CONVENTION ATTENDEES: Good morning.

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

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

15 I will now call the Convention to order.

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

18 Chaplain Patrick Klein.

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

25 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.
23 Again, that is 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 Diguisepe. 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 Diguisepe.

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 LYNDA 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 LYNDA 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 LYNDA 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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Wednesday
July 27, 2022

07/27/2022

1 38TH CONSTITUTIONAL CONVENTION

2 Detroit, Michigan

3 July 25 -28, 2022

4

5 Day 3

6 Wednesday, July 27, 2022

7

8 PRESIDENT CURRY: Welcome back to day three
9 of the 38th Constitutional Convention.

10 Sergeant-at-Arms, will you please have
11 everyone come inside, and please be seated?

12 I'll now call the convention to order.

13 (Called to order at 9:08 a.m.)

14 PRESIDENT CURRY: I would like to introduce
15 today's Invocators for Chaplains, Chaplain Renford
16 Whynes who stands before us today, as president of
17 Local 2377, which represents over 400 city workers in
18 Stamford, Connecticut in UAW Region 9A.

19 His first journey was from his home in St.
20 Captain, Jamaica, to work in a performance
21 manufacturing plant for ten years.

22 His second journey has been an educational
23 one, that has culminated in his current pursuit of a
24 doctorate in public health administration from Devry
25 University.

1 The confidence that Local 2377 workers have
2 in his character, his dedication, his education and his
3 passion for people around him is without question. And
4 it is no surprise that chaplaincy is also his calling.

5 Brother Whynes is not only a UAW chaplain,
6 but the chaplaincy coordinator for Region 9A.

7 Let's welcome this caring and compassionate
8 man who will share a few words of inspiration and
9 solidarity with us.

10 (Applause)

11 CHAPLAIN RENFORD WHYNES: Good morning. It's
12 a pleasure to be here with you.

13 I want to thank President Curry. I want to
14 thank Vice President Browning, and the entire -- and
15 the entire International Board.

16 I want to thank our Region 9A Director,
17 Beverly Brakeman, and the Chaplain's Liaison, Mike
18 Holmes for their great leadership.

19 (Cheers and applause)

20 CHAPLAIN RENFORD WHYNES: I want to thank you
21 all.

22 The 38th International Convention has special
23 significance for all of us. It is my first time
24 standing on this platform, and I am very pleased that
25 this is with the UAW because I believe in the union

1 movement, and in its strong cohesiveness, and the key
2 to mobilize decent work and growing reality for all
3 workers.

4 Will you bow your heads with me as I pray?

5 Almighty and Loving Father, let me say thanks
6 to you on the behalf of all who are gathered here
7 today.

8 We ask, oh, Father, to guide and give us all,
9 as UAW members and delegates, the strength and courage
10 to accept and perform our duties and responsibilities
11 in accordance with your own will.

12 Lord, God, remind us that we are called to
13 participate meaningfully, in making positive decisions
14 affecting our communities and our nation.

15 Father, God, let us face its hardship with
16 courage and dignity to endure life.

17 We are fighting for, and love the fruit of
18 our labor that is success.

19 Unify us in all our dreams and actions until
20 all of our aspirations and ambitions will unfold equal
21 rights in our eyes.

22 Thanks as well, for the freedom to embrace
23 you, or the freedom to reject you.

24 This, we ask in your strong name, solidarity,
25 solidarity. Amen, and Amen.

1 ALL MEMBERS: Amen.

2 (Applause)

3 PRESIDENT CURRY: Today's Timekeepers held
4 from Region 8, Local 2999, Richie Franklin.

5 (Cheers)

6 PRESIDENT CURRY: From Region 9A, Local 2110,
7 Megan Grann.

8 (Cheers)

9 PRESIDENT CURRY: And today's Alternate
10 Timekeeper is from Region 1D, Local 6000, Bobby
11 Johnson.

12 (Applause)

13 PRESIDENT CURRY: At this time, I would like
14 to call up Cleveland Jones, Chairperson of the
15 Credentials Committee to present an updated report.

16 (Applause)

17 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
18 JONES JR.: Thank you, President Curry.

19 Good morning, Brothers and Sisters. My name
20 is Cleveland Jones, Jr., and I am the Chairman of your
21 Credentials Committee. I am also the Financial
22 Secretary and Treasurer of UAW Local 774 in Buffalo,
23 New York, located in Region 9, under the disciplined
24 and authentic leadership of Director Jeff Binz and
25 Assistant Director Lauren Farrell.

1 It is my honor to reintroduce the UAW 38th
2 Constitutional Convention Credentials Committee.

3 Please stand and continue standing as your
4 names are called.

5 Our Vice Chairman, Jeremy Rickert, Local 400,
6 Region 1.

7 (Applause)

8 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
9 JONES JR.: Our Recording Secretary, Kim Cook-Bell,
10 Local 2250, Region 4.

11 (Applause)

12 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
13 JONES JR.: Our Alternate Reporting Secretary, Mike
14 Blanchard, Local 475, Region 1D.

15 (Applause)

16 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
17 JONES JR.: Brother Dave Karnafel, Local 212, Region 1.

18 (Applause)

19 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
20 JONES JR.: Brother Alex Goodwin, Local 898, Region 1A.

21 (Applause)

22 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND
23 JONES JR.: Sister Kim Janeski, Local 931, Region 1A.

24 (Applause)

25 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

1 JONES JR.: Sister Teresa McGinnis, Local 1811, Region
2 1D.

3 (Applause)

4 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

5 JONES JR.: Brother Jason Wells, Local 2000, Region 2B.

6 (Applause)

7 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

8 JONES JR.: Brother Josh Fisher, Local 1649, Region 8.

9 (Applause)

10 CREDENTIALS COMMITTEE CHAIRMAN CLEVELAND

11 JONES JR.: And finally, our Sister Cathy Rayner, Local
12 7770, Region 9A.

13 (Applause)

14 You may all be seated. Thank you.

15 Thank you, Brother Chairman.

16 Brother and Sister Delegates, we will now
17 present the final report from your Credentials
18 Committee.

19 On Monday, July 25, 2022, your committee
20 reported that via LUIS, credentials were sent to 540
21 locals, and 326 locals have registered.

22 There were 803 delegate credentials, 198
23 alternate delegate credentials, and 6 Retired Workers
24 Councils registered 10 delegate credentials.

25 As of 8:32 a.m. this morning, an additional

1 10 locals have contacted the roll call office to
2 replace delegates with alternates, redistribute votes,
3 add or update local delegate information, and to make
4 any other necessary changes.

5 All changes or additions given to this
6 committee have been accurately documented in the
7 official roll call.

8 The official roll call will be used in the
9 recording of all roll call votes by this convention,
10 and will appear in the final copy of the convention
11 proceedings.

12 The current roll call is available for you
13 online by going to convention.uaw.org. Again, that is
14 convention.uaw.org.

15 Once you are signed in, you can view the
16 official roll call.

17 The final register will be printed in the
18 official record of this UAW 38th Constitutional
19 Convention.

20 I will now introduce Vice Chairman of your
21 Credentials Committee, Jeremy Rickert, to give you the
22 current numbers.

23 Please welcome Jeremy.

24 (Applause)

25 CREDENTIALS COMMITTEE VICE CHAIRMAN JEREMY

1 RICKERT: Thank you, Chairman Jones.

2 Good morning, Sister and Brother delegates.

3 My name is Jeremy Rickert, Vice Chair of your
4 Credentials Committee. I am also elected delegate and
5 Chairman of Romeo Engine Plant, Local 400, out of
6 Region 1, under the strong, passionate leadership of
7 Director James Harris and Assistant Director, Jason
8 Craig.

9 (Cheers and applause)

10 CREDENTIALS COMMITTEE VICE CHAIRMAN JEREMY

11 RICKERT: To all of our great leaders retiring
12 throughout this great union, I'd like to express my
13 heartfelt appreciation to your dedication and
14 leadership throughout your years of service.

15 Without the tenacious leadership that you've
16 displayed, this union wouldn't be as strong as it is
17 today.

18 Please give them a hand.

19 (Applause)

20 CREDENTIALS COMMITTEE VICE CHAIRMAN JEREMY

21 RICKERT: Thank you.

22 Now, to report out on today's numbers.

23 As of 8:32 a.m., this morning, Wednesday,
24 July 27th, 2022, we have 873 delegates and 204
25 alternate delegates registered. This represents 339

1 locals and 6 Retired Workers Advisory Councils,
2 totaling a voting strength of 3,383 at this 38th UAW
3 Constitutional Convention.

4 This concludes the list of changes in local union
5 delegations.

6 We conclude this final report of your
7 Credentials Committee by restating and affirming the
8 relevant sections of Article 8, Section 17 of the UAW
9 International Constitution, as it has always been
10 applied under the UAW Constitution system.

11 With this report, your Credentials Committee
12 has taken the necessary actions and reported to the
13 full convention on all the election protests that have
14 been received.

15 These protests, under the UAW International
16 Constitution, could have raised any subject related to
17 the election of the local's delegates, including but
18 not limited to, the conduct of campaign, or the use of
19 union or employer assets.

20 Your committee has, in turn, reported its
21 actions to this convention for a decision.

22 Therefore, any protest of the conduct of the
23 campaign of these officers, or any matter said to
24 affect the election must be, and should have been filed
25 with this Credentials Committee.

1 While this committee sits, it has full
2 authority to receive such election protests, evaluate
3 them, and report its findings and recommendation to the
4 full convention as we are doing here today.

5 Per the official rules for the 2022
6 International Officer Election, Article 10, election
7 protests should be directed to the court-appointed
8 Monitor and/or otherwise as provided for in those
9 rules.

10 It is now with great pleasure I introduce the
11 Recording Secretary of this Credentials Committee, Kim
12 Cook-Bell.

13 (Applause)

14 RECORDING SECRETARY KIM COOK-BELL: Good
15 morning, Brothers and Sisters. Happy solidarity
16 Wednesday to everybody.

17 I am Kim Cook-Bell, I am the Recording
18 Secretary of Local 2250.

19 (Applause)

20 RECORDING SECRETARY KIM COOK-BELL: I'm the
21 elected delegates -- delegate, and also Ethics Advisory
22 Committee Member representing Region 4.

23 (Applause)

24 RECORDING SECRETARY KIM COOK-BELL: This is
25 all done under the greatly and respected trusted

1 leadership of Director Roy McInroy, and faithfully
2 directed -- faithfully dedicated Assistant Director,
3 Brad Dutcher.

4 (Applause)

5 RECORDING SECRETARY KIM COOK-BELL: Okay.
6 This convention, itself, it holds the final authority,
7 and so makes the final disposition of all election
8 protests, and other questions concerning the election
9 of the delegates regardless of the presented
10 allegation.

11 No further protests or appeal exists, or is
12 possible under the UAW Constitution. Neither the
13 International Executive Board, nor any officer, has the
14 authority to, under any circumstances, to further any
15 election protests.

16 Any election issue which might have been
17 presented to the Credentials Committee or to the
18 Convention, but wasn't is completely barred at this
19 point regardless of the reason or excuse.

20 If you would, please allow me to reintroduce
21 our Chairman of the Credentials Committee, Brother
22 Cleveland Jones Jr.

23 (Applause)

24 CHAIRMAN CLEVELAND JONES JR.: Thank you,
25 Recording Secretary Cook-Bell.

1 Brothers and Sisters, this concludes our
2 final report to the UAW 38th Constitutional Convention.

3 On behalf of the Credentials Committee, I
4 would like to thank President Ray Curry,
5 Secretary-Treasurer Frank Stuglin, their offices and
6 staff who supported and assisted our committee
7 throughout out assignment.

8 Al Wilson, Dave Stalnaker, Patrick Byers,
9 Terriea Martin, Lisa Panczyk, as well as Carlos
10 Bermudez, and Stuart Shoup from UAW Legal, and anyone
11 else that I may be missing.

12 With your help, we were able to conduct our
13 investigations, research and complete our reports in an
14 efficient and effective manner.

15 Vice President Cindy Estrada, Vice President
16 Terry Dittes, Director Ron McInroy, Director Mitchell
17 Smith, and Director Jeff Binz, congratulations on your
18 retirement, and thank you for your commitment and
19 dedication to this International Union.

20 (Applause)

21 CHAIRMAN CLEVELAND JONES JR.: Vice President
22 Dittes, as a member who falls under the General Motors
23 Department, thank you for your direction and
24 leadership.

25 Under the 2019 UAW/GM national agreement,

1 with the use of the Tuition Assistance Program, TAP, on
2 Thursday, June 2, 2022, and with zero dollars in
3 student debt, I graduated from college for the first
4 time.

5 (Applause)

6 CHAIRMAN CLEVELAND JONES JR.: I now have the
7 opportunity to continue and further my education.

8 Director Binz, thank you for charging me with
9 this assignment. You are my friend and my brother, and
10 I appreciate you. Enjoy your retirement.

11 (Applause)

12 CHAIRMAN CLEVELAND JONES JR.: To the entire
13 Credentials Committee, thank you for entrusting me with
14 the duties and responsibilities of our Chairman. Your
15 faith and support have made this an enjoyable
16 experience.

17 We have had tough discussions, debates and
18 conversations and you remained professional and
19 respective of each other's views, positions, and
20 opinions.

21 It has been a privilege and an honor to have
22 met you all, and do this especially important work.
23 Each of you should be proud of what you accomplished.

24 Please give them a hand.

25 (Applause)

1 CHAIRMAN CLEVELAND JONES JR.: And to you
2 all, thank you. Especially the staff, delegation and
3 guests from Local 774 in Region 9, including our Vice
4 President -- our President, I'm sorry, Wence Valentin,
5 III, and Shop Chairman, Mike Grimmer.

6 Lastly, as a point of inspiration, we've had
7 a lot of conversation this week already, but if there's
8 any concern in the upcoming young-members, workers,
9 leaders, activists, organizers and trade unionists of
10 this amazing organization, as a 32-year-old millennial,
11 I have a message for you all on our behalf. We will
12 not let courage skip this generation.

13 (Cheers and applause)

14 CHAIRMAN CLEVELAND JONES JR.: We will not
15 let you down, UAW.

16 Brother Chair, Brother and Sister delegates,
17 as the Chairman of your UAW 38th Constitutional
18 Convention Credentials Committee, I move for the
19 adoption of this final report and its recommendations.

20 Thank you, all.

21 (Applause)

22 PRESIDENT CURRY: Thank you.

23 Delegates, you've heard the updated report of
24 the Credentials Committee. A motion has been made to
25 adopt and support it's recommendations. Is there

1 support?

2 (Motion made and supported)

3 PRESIDENT CURRY: Having support, hearing
4 none -- at this time, we would move forward of adopting
5 the report.

6 All in favor of adopting the report, signify
7 by say aye.

8 Any opposed, say nay.

9 Ayes have it, and the motion is carried.

10 (Motion carried)

11 PRESIDENT CURRY: At this time, I would like
12 to call up Tish Hearn, Shirley Mata, Cathy Watkin,
13 Jessica Morgan, and Sheri Baker of the Resolutions
14 Committee to present our first resolution.

15 Point of Order, mic 2.

16 DELEGATE NOLAN TABB: Good morning.

17 PRESIDENT CURRY: Good morning.

18 DELEGATE NOLAN TABB: My name is Nolan Tabb,
19 and I'm a proud UAW member of Local 281, in John Deere,
20 Davenport, Iowa.

21 I stand here today, to pull the resolution
22 out of committee, number 0373 of strike pay.

23 (Motion made)

24 (Applause)

25 PRESIDENT CURRY: Is there support?

1 It's going to require 186 delegates to pull
2 it out of committee. We are going to do a standing
3 count on that.

4 DELEGATE NOLAN TABB: Page 104 in the
5 submitted resolutions, number 0373.

6 PRESIDENT CURRY: Could you -- could you
7 define which part you're wanting to pull out of that
8 specific resolution?

9 DELEGATE NOLAN TABB: Yeah. I can read the
10 entire resolution if you'd like.

11 PRESIDENT CURRY: Absolutely.

12 DELEGATE NAME: It says, whereas, the most
13 powerful tool --

14 PRESIDENT CURRY: Which page are you on?
15 Which page?

16 DELEGATE NOLAN TABB: Page 104.

17 PRESIDENT CURRY: Page 104, okay.

18 DELEGATE NOLAN TABB: Yeah. I'll give
19 everybody a moment.

20 PRESIDENT CURRY: Okay. Please proceed.

21 DELEGATE NOLAN TABB: Whereas, the most
22 powerful tool workers have to improve their standard of
23 living and working is without -- working is without
24 holding their labor; and whereas, strikes must be
25 authorized by two-thirds majority vote by secret ballot

1 of members whose contract is in controversy; and
2 whereas, even though the membership --

3 PRESIDENT CURRY: Excuse me, Delegate. You
4 wouldn't have to read the whole -- we're trying to
5 understand which part are you wanting to --

6 DELEGATE NOLAN TABB: So the part --

7 PRESIDENT CURRY: -- address.

8 DELEGATE NOLAN TABB: First off, let me just
9 start by saying thanking the IEB from raising the
10 strike pay from 275 to 400.

11 (Applause)

12 DELEGATE NOLAN TABB: Being a member of John
13 Deere who was on strike this fall, I know how impactful
14 that is.

15 The people of Burlington, Iowa and Racine
16 Wisconsin, striking Case IH. Thank you.

17 The work's not done. The strike pay needs to
18 start accruing day one. Whether you're on strike for
19 one day, five days or 35 days, members need to be made
20 whole.

21 (Applause)

22 PRESIDENT CURRY: Okay. So we understand the
23 amendment would be to the resolution to pull it back
24 out from committee, and adopt the resolution as
25 amended, with a day one start.

1 DELEGATE NOLAN TABB: Correct.

2 PRESIDENT CURRY: Would that be correct,
3 Delegate?

4 DELEGATE NOLAN TABB: Correct.

5 PRESIDENT CURRY: Okay. The 136 threshold is
6 required on that. And we need to see standing bodies
7 and hands, one hand only, of delegates.

8 So delegates in favor of moving the amended
9 part of the motion and bringing it out of committee,
10 please stand.

11 We're doing a physical count. If we could
12 avoid the additional noise in the back right now, we
13 need to keep the count. Auditors are going to go on
14 the floor now to start the count.

15 Right now, it's very clear that there's more
16 than 136. We're going to proceed to debate.

17 (Applause)

18 PRESIDENT CURRY: Thank you, auditors. You
19 may return back to your stations.

20 We are going to begin the debate on this
21 issue in Region 1D.

22 One for and one against the amendment of
23 changing to day one on the strike day.

24 1D. Anyone for or against in Region 1D?

25 Seeing none in Region 1D, we'll go to the

1 Retired Workers Council.

2 Anyone for or against in the Retired Workers
3 Council wishing to speak?

4 We will now move to Region 2B.

5 Anyone for or against in Region 2B wishing to
6 be recognized? Anyone in 2B?

7 White card, please go to mic 8.

8 DELEGATE MATTHEW GRUPE: Matthew Grupe, UAW
9 Local 531.

10 I'd like to call the question.

11 (Applause)

12 PRESIDENT CURRY: Question has been called
13 and there is support.

14 (Motion made)

15 PRESIDENT CURRY: All in favor of ending
16 debate, signify by say aye.

17 All opposed? Ayes have it and motion is
18 carried. Debate's ended.

19 (Motion supported carried)

20 PRESIDENT CURRY: At this time --

21 Point of Order, mic 2, white paper.

22 DELEGATE SCOTT HOULDIESON: Brother Chairman,
23 I believe under -- this is Scott Houldieson, UAW Local
24 551, Region 4.

25 I believe under the rules of this convention

1 that the mover has an opportunity to speak on the
2 motion before a vote.

3 PRESIDENT CURRY: All right. You are
4 correct, Delegate.

5 And if the mover so desires to speak on
6 that -- and I think the mover -- just as a Point of
7 Order, Delegate, the mover actually exercised that
8 point when he came forward and expressed what the
9 amended piece was that he'd like to see changed in the
10 resolution.

11 If he would like additional --

12 DELEGATE SCOTT HOULDIESON: The resolution --

13 PRESIDENT CURRY: If he would like additional
14 time, Delegate, the Chair recognizes the mover of the
15 amendment to make such a point at time.

16 DELEGATE SCOTT HOULDIESON: Thank you.

17 (Applause)

18 PRESIDENT CURRY: Chair recognizes the mover
19 of the amendment.

20 DELEGATE NOLAN TABB: Thank you.

21 Again, Nolan Tabb, Local 281, under the
22 direction of Region 4, Director Ron McInroy.

23 As I stated, I feel that whether you're on
24 strike for one day, five days or 35 days, our members
25 deserve to be made whole.

1 And not only that, it's a psychological piece
2 that whether you're on strike day one, day 10, day 50,
3 the membership has your back from day one. Leadership
4 has your back from day one.

5 (Applause)

6 DELEGATE NOLAN TABB: Thank you

7 PRESIDENT CURRY: Thank you, Delegate.

8 You've heard the amendment as proposed.

9 All in favor, signify by saying aye.

10 Any opposed?

11 The ayes have it, and it's so ordered.

12 (Motion carried)

13 (Applause)

14 PRESIDENT CURRY: Okay. At this time, there
15 is going to be --

16 Point of Order. We'll recognize the UAW sign
17 near mic 8. Please go to mic 8 for Point of Order.

18 DELEGATE PEGGY STEVENSON: Good morning. My
19 name is Peggy Stevenson, Local 1005.

20 Particularly, in light of COVID-19, I would
21 like to motion to pull my resolution out of committee,
22 to be voted here on the floor. It's page 93 in the
23 Submitted Resolutions Book, Article 38, Section 10,
24 subsection B.

25 It's very simple. I'm simply asking to

1 reinstate absentee ballots during votes.

2 In the time of COVID, we work in a casino,
3 we've had many people, countless people, never ending,
4 on quarantine, and physically unable to show up to
5 vote. We need to get with the times and let people
6 have their voice heard, even if they physically cannot
7 be there.

8 This is officially outdated. We need to get
9 past 2020 and accommodate.

10 (Applause)

11 PRESIDENT CURRY: You're talking about
12 specifically, resolution on page 93?

13 DELEGATE PEGGY STEVENSON: That is what I
14 wrote. Resolution number 117.

15 PRESIDENT CURRY: Okay. It requires 136 to
16 be able to pull out of committee.

17 Is there support? We're going to need show
18 of hands.

19 All in favor of the amended motion to bring
20 -- all in favor of pulling this out of committee to be
21 presented before the body, we need you to stand all in
22 favor for a show of hands.

23 Auditors, we're going to need a count.

24 Delegate at -- Delegate at mic 8. Delegate
25 at mic 8.

1 DELEGATE PEGGY STEVENSON: Yes.

2 PRESIDENT CURRY: Your specific proposed
3 amendment, so that section also reads absentee ballots
4 for any excuse. Because current Constitution allows
5 for that on any official union business. But you're
6 asking for any -- at any excuse to be able to receive
7 an absentee ballot.

8 Are you requesting the use of internet?
9 Because that specific resolution talks about the
10 capacity of an internet.

11 DELEGATE PEGGY STEVENSON: If I recall, it
12 talks about internet, if needed. I am more interested
13 in getting the absentee ballot.

14 PRESIDENT CURRY: For any excuse?

15 DELEGATE NAME: Whether it be by mail --

16 PRESIDENT CURRY: Okay.

17 DELEGATE NAME: Mail is fine. I just want to
18 make sure that everybody can vote when they are unable
19 to enter the building. If International can do it, so
20 should locals.

21 PRESIDENT CURRY: Okay. Thank you.

22 (Applause)

23 PRESIDENT CURRY: The count is 160, so it's
24 been pulled from the committees, and we'll move
25 forward.

1 We will begin the debate this time, in Region
2 2B.

3 **A delegate for, and a delegate against in**
4 **Region 2B.**

5 **Delegate with the -- that's standing right**
6 **now, please go to mic number 8.**

7 DELEGATE NAME: If it's good enough to vote
8 for International by mail, it's good enough for us to
9 be able to vote while we're on vacation.

10 If you take a two-week vacation, they have a
11 vote and a run-off, you don't even count if it your
12 vote would have made a difference at the local level.
13 They don't ever let us vote while we're on vacation,
14 and that's not right.

15 So I feel like we should be able to vote.
16 Especially, if you're sick, you should be able to still
17 vote. It's not your fault you got sick. But you're
18 still a member of the UAW, and you have a right to vote
19 on everything that comes before your local body.

20 (Applause)

21 PRESIDENT CURRY: Thank you, Delegate.

22 Delegate from Region 2B against.

23 Delegate holding the Constitution, please go
24 to mic 8.

25 DELEGATE DAN MCGRATH: Good morning,

1 everybody.

2 My name is Dan McGrath. I'm from Local 12,
3 Region 2B, with Wayne Blanchard as my great director.
4 And I've got to talk about my local president who's
5 been in office for almost 30 years, Bruce Baumhower.
6 Thanks for giving me the opportunity to come to this
7 convention.

8 (Applause)

9 DELEGATE DAN MCGRATH: So I'm a Bargaining
10 Chairperson, and I'm also our local recording secretary
11 of Local 12, where we've got 10,600 active members --

12 (Applause)

13 DELEGATE DAN MCGRATH: -- with some 44
14 different work sites.

15 And as a recording secretary, I get to listen
16 to a lot of appeals. And a lot of appeals come from
17 election fraud. And if we want to have absentee
18 ballots, I'm going to have a full-time position at
19 Local 12 dealing with voting fraud and elections. And
20 I think this is opening up a huge can of worms that we
21 do not want to go down.

22 Thank you.

23 (Cheers and applause)

24 PRESIDENT CURRY: Thank you, Delegate.

25 We will now proceed to Region 1. Delegate

1 for and a delegate against in Region 1.

2 Seeing none in Region 1, we'll proceed to
3 Region 1A. Delegate for and delegate against.

4 Seeing none, we'll proceed to Region 8.
5 Delegate interested in speaking for or delegate
6 against.

7 Delegate third row, mic 8. Mic 3.

8 DELEGATE KENNETH HINES: Kenny Hines, Local
9 276 --

10 PRESIDENT CURRY: Point of Order with the
11 blue shirt.

12 Delegate at mic 3, stand by. Delegate at mic
13 6.

14 DELEGATE ROBERT REYNOLDS: Good morning,
15 delegates.

16 Bob Reynolds, Local 897, under Jeff Binz and
17 Pat Radtke. And I apologize for the blue shirt. My
18 wife packed, and I forgot about solidarity today. And
19 I'm not blaming my wife, but she already told me.

20 And that's why she's called a domestic
21 Goddess in my world, because she runs my world. She
22 does a great job.

23 (Applause)

24 DELEGATE ROBERT REYNOLDS: I would like to
25 offer a friendly amendment to this. And I believe I

1 can do this under Point of Order.

2 Having served on the Board of Elections for
3 four years for a county, and I want to make sure I can
4 do this. If -- I would check up with the Chair right
5 now.

6 Okay. All right. I'd like --

7 PRESIDENT CURRY: The friendly amendment can
8 only be accepted if the original mover of the amendment
9 is willing to accept that also.

10 DELEGATE ROBERT REYNOLDS: Well, they would
11 have to hear my amendment.

12 PRESIDENT CURRY: Absolutely.

13 DELEGATE ROBERT REYNOLDS: That's why I'm
14 trying to do it on the Point of Order.

15 PRESIDENT CURRY: Please proceed.

16 DELEGATE ROBERT REYNOLDS: Okay.

17 So my amendment to this is, it needs more
18 direction. And the direction it is, on board of
19 election, you have to notify two weeks in advance, that
20 you need our -- you needing to vote in an election and
21 you're not going to be able to get there.

22 So it requires you to contact the local union
23 and say I need an absentee ballot, and the reason for
24 the absentee ballot. It's so important because you
25 have to control the ballot process when you're sending

1 out absentee ballots.

2 And I'd also like to remove the electronics.
3 Because even in New York State, we do not do
4 electronics absentee ballot. It has to be done by
5 mail. And you have to notify two weeks in advance,
6 that you need an absentee ballot.

7 So I know it's a lot, but we got the
8 Constitutional Committee. I believe this is a good way
9 of solving the problem and having a fair debate.

10 Thank you.

11 (Applause)

12 PRESIDENT CURRY: Original mover with the UAW
13 sign, do you accept the friendly amendment to your
14 original amendment?

15 DELEGATE PEGGY STEVENSON: Absolutely.

16 PRESIDENT CURRY: Thank you, Delegate.

17 Back to mic 3, Region 8, to continue the
18 debate with the delegate that was there.

19 DELEGATE KENNETH HINES: Kenny Hines, Local
20 276, Region 8, Director Mitchell Smith, Assistant
21 Director, Tim Smith.

22 Brother took part of my argument away,
23 especially about the online and being able to control
24 that. But what is the cost that we're going to put on
25 a lot of the smaller locals to be able to pay for all

1 of these mailings --

2 (Applause)

3 DELEGATE KENNETH HINES: -- for each and
4 every election that we have to put out there? A lot of
5 them are struggling now, but to add that burden on them
6 I think would be very unfair.

7 PRESIDENT CURRY: Thank you, Delegate.

8 (Applause)

9 PRESIDENT CURRY: Delegate in Region 8 in
10 support wishing to be recognized.

11 Delegate with the orange card, please go to
12 mic number 6.

13 Mic number 2, delegate.

14 DELEGATE FRANTZESKA GIGINIS: Good morning,
15 everyone.

16 Frantzeska, 2865, from California.

17 I'm here to speak in favor of this. COVID-19
18 was a mass disabling event. I think everyone in this
19 room has had COVID at least once. I know I have.

20 The more times you get this disease, the more
21 likely you are to get long COVID. Not only is long
22 COVID a mass disabling event, which could leave a lot
23 of us having a hard time getting our ballots in, we
24 heard yesterday from many of our comrades who work in
25 machinery, how many people who had fingers cut off, how

1 many people have been hurt on the job.

2 And I'm young, I'm able, I could always vote
3 in person. But I don't think it's fair that the other
4 brothers and sisters in my union, if they have some
5 type of disability for how long they've worked on these
6 jobs, I want them to have just as much access as I do
7 to vote.

8 So my main argument in support of this bill
9 is to think about your disabled coworkers. Think about
10 those who have the potential -- those with the lowest
11 immune systems who have the potential to get sick.

12 So we have a lot of older workers who are
13 still working and still active in our union, and I
14 don't want them to be afraid to go out somewhere where
15 they could potentially get COVID or, you know, any
16 other disease that might be going around right now.

17 Thank you for your time.

18 PRESIDENT CURRY: Thank you, Delegate.

19 (Applause)

20 PRESIDENT CURRY: Delegate in Region 9, for
21 or against.

22 Question's been called. Is there support?
23 You've heard the friendly amendment as proposed.

24 Delegate that made the friendly amendment,
25 would you like to have additional time for speaking?

1 Please go to mic 6.

2 DELEGATE ROBERT REYNOLDS: Bob Reynolds,
3 Local 897, Buffalo, New York.

4 I would just like to address that question of
5 cost. I think it's very important to understand, when
6 you're asking for an absentee ballot, you can pick it
7 up at the local union hall. It has to be documented
8 with a number. You fill out that absentee ballot
9 within the first -- within the next two weeks before
10 the election takes place, because you have to have it
11 in before the election, and you mail it in. It has to
12 be returned.

13 Now, those -- those are things that you have
14 to talk about. And that's why it's important if you're
15 going to go to absentee ballot, you have to have a
16 process to go to it on any general election.

17 So I just want to make that clear. There's
18 really not a cost.

19 You have to have control within your local
20 election committee to hand out the ballot to this young
21 man. This young man gets a ballot, it's marked 001, he
22 has to mail it back in before the election.

23 Thank you.

24 PRESIDENT CURRY: Thank you, Delegate.

25 Point of Order, orange card, mic number 6.

1 DELEGATE JORDAN BARBEAU: Thank you,
2 Mr. Chairman. And thank you to our Directors Beverly
3 Brakeman and Gordon Deane in Region 9A. I'm Jordan
4 Barbeau, unit chair in Local 2320.

5 I would like to also offer a friendly
6 amendment if the original maker of the motion would
7 accept that, to specify that absentee ballots be
8 available, if requested, either translated into that
9 member's native language, or otherwise made -- made
10 accessible if they have a disability or, you know,
11 reading in terms of, like, visibility or for any other
12 reason, would need a particular type of ballot.

13 And I would point out that for particularly
14 small locals, this is not that difficult because you're
15 not talking about a significant number of people. You
16 can make individual ballots that are doable.

17 I've got a lot of senior members in mine that
18 do need things like in a larger font, just to be able
19 to read it. It doesn't make it much more complicated
20 at all.

21 PRESIDENT CURRY: Delegates, you've heard the
22 friendly amendment.

23 The maker of the original amendment accepted
24 the first frequently amendment. Maker of the first
25 friendly amendment, do you accept the movement of the

1 second frequently amendment?

2 DELEGATE PEGGY STEVENSON: Yes, I accept it.

3 And I would also like to speak when allowed.

4 PRESIDENT CURRY: The maker of the friendly
5 amendment, do you accept the second friendly amendment?

6 DELEGATE PEGGY STEVENSON: Yes.

7 PRESIDENT CURRY: The maker of the friendly
8 amendment which is going to mic 6, do you accept the
9 friendly amendment?

10 DELEGATE ROBERT REYNOLDS: Bob Reynolds of
11 Local 897, I accept the friendly amendment. Thank you.

12 PRESIDENT CURRY: Thank you.

13 Delegate with the white card, please go to
14 mic 2, that's standing.

15 UNIDENTIFIED DELEGATE: Point of Order, a
16 motion to call the question that has already been
17 called. And also, we don't even know what we're voting
18 on because we haven't --

19 PRESIDENT CURRY: The motion will be
20 restated, Delegate.

21 UNIDENTIFIED DELEGATE: Yes, and there was a
22 question being --

23 PRESIDENT CURRY: And there was a friendly --
24 despite the question being called, there was a friendly
25 amendment with the question being called. The Chair

1 has accepted that friendly amendment to move forward.

2 Chair will be voting on resolution number 17
3 as amended.

4 So the proposal has been amended that an
5 individual would have to require -- give a local union
6 two weeks notice for an absentee ballot. There will be
7 no electronic balloting.

8 Absentee ballots will be available if
9 requested, in a non-English language, or otherwise made
10 available outside.

11 Please note also, if this is adopted, it will
12 need to go back to the committee for a review because
13 it actually violates Article 38 and Section 2 of the
14 current Constitution.

15 So the question has been called.

16 All in favor of this adoption or amendment,
17 please say aye. And please stand for a show of hands.

18 Yes, delegate.

19 DELEGATE PEGGY STEVENSON: Hello. I would
20 just like to reiterate that just because it passes,
21 doesn't mean that your local has to use it. In our
22 particular situation, we work in a casino.

23 PRESIDENT CURRY: I'll restate this,
24 delegate. If it passes, it will become provision of
25 the Constitution. Constitution supercedes every local

1 union bylaw.

2 DELEGATE PEGGY STEVENSON: Absolutely.

3 Absolutely. I misspoke.

4 (Applause)

5 DELEGATE PEGGY STEVENSON: What I'm saying
6 is, we work in a casino. So we didn't have a year to
7 hang out at home. We were working. We were in the
8 front lines, having people come in and infect us.

9 Everybody at the casino was sent home,
10 quarantined in the middle of an election. We needed to
11 have our voices heard, and we were silenced. We need
12 to stop that. We need to have our voices heard, even
13 if the CDC is telling us we can't come in to vote.
14 It's not fair. It's not right. And if International
15 can do it, then we can do it.

16 PRESIDENT CURRY: Thank you, Delegate.

17 All in favor of the amendment for the
18 resolution that's been pulled out, please stand with
19 your hand raised. Only one hand raised. Please stand.

20 Okay. Those who are against, please stand.

21 The -- delegates, if we can come back to
22 order.

23 The motion followed by a friendly amendment,
24 followed by a second friendly amendment has been
25 defeated; 96 for, 565 against.

1

2 (Motion defeated)

3 (Applause)

4 PRESIDENT CURRY: We'll now call Director

5 James Harris for purposes of an introduction.

6 Point of Information, white flag. Mic number

7 7. Delegate, please come to mic 7.

8 DELEGATE BERNARD RICKE: Good morning,

9 Brother Curry.

10 PRESIDENT CURRY: Good morning, Brother

11 Bernie.

12 DELEGATE BERNARD RICKE: Bernie Ricke, Local

13 600.

14 PRESIDENT CURRY: Delegates if we can come to

15 order to hear the delegate.

16 DELEGATE BERNARD RICKE: I just want a Point

17 of Information.

18 I understand we entered a consent decree last

19 year, and I understand the need for it, the necessity

20 for it, but I just want to know in the effort of

21 transparency, and I believe we need to continue to

22 cooperate with the Monitor to move forward, but in the

23 effort of transparency, I'd like to know, and I think

24 the delegates would like to know, how much of our dues

25 money is being paid to the monitor?

1 PRESIDENT CURRY: Delegate, I would have to
2 relinquish the Chair to the Secretary-Treasurer to
3 provide that information.

4 Secretary-Treasurer Stuglin assuming the
5 Chair.

6 SECRETARY-TREASURER STUGLIN: So
7 historically, from 2021 to 2022, we paid -- what was
8 your original question?

9 DELEGATE BERNARD RICKE: The Monitor.

10 SECRETARY-TREASURER STUGLIN: The Monitor?

11 DELEGATE BERNARD RICKE: Well, I just want to
12 restate. I believe that we entered that decree, we
13 should live up to what we -- the agreement we made, and
14 we need to continue to cooperate. I'm not questioning
15 the need for the Monitor --

16 SECRETARY-TREASURER STUGLIN: Yes.

17 DELEGATE NAME: -- and his function. But in
18 an effort of transparency, how much dues money is being
19 paid to the monitor?

20 (Applause)

21 SECRETARY-TREASURER STUGLIN: So total amount
22 was \$6,987,985.

23 Expenditures for ethics was \$1,015,569.

24 For the referendum vote, 2 million -- or the
25 referendum vote, \$1,054,597.

1 And for the upcoming election, \$2,237,075.

2 Does that answer your question?

3 DELEGATE BERNARD RICKE: Yes, it does. Thank
4 you.

5 SECRETARY-TREASURER STUGLIN: All right.
6 Thank you.

7 PRESIDENT CURRY: Chair -- Point of
8 Information, mic number 3.

9 DELEGATE RONALD BOYER: Good morning,
10 everybody.

11 Rich Boyer, Local 140, skilled trades
12 committeeman.

13 Good morning, Brother Curry.

14 PRESIDENT CURRY: Good morning, chair.

15 DELEGATE RONALD BOYER: I would like to know
16 the total. It was too fast and I couldn't write it all
17 down. I would like to know the total.

18 PRESIDENT CURRY: Secretary-Treasurer could
19 come back and provide that.

20 Delegate to mic 3, if you could return,
21 please.

22 SECRETARY-TREASURER STUGLIN: Okay. The
23 first number --

24 PRESIDENT CURRY: Would you like him to
25 restate the totals, or are you asking for one grand

1 total?

2 DELEGATE RONALD BOYER: A grand total,
3 please.

4 PRESIDENT CURRY: Please give us a couple
5 minutes.

6 DELEGATE RONALD BOYER: Let me have both,
7 please. That way, we can write it down and grand total
8 it.

9 PRESIDENT CURRY: Absolutely. Standby.

10 DELEGATE RONALD BOYER: Hey, somebody do me a
11 favor. I can't write it down because I'm standing
12 here. Write it down for me. I want to know.

13 Well, I mean, just think about it, guys, the
14 cost.

15 PRESIDENT CURRY: Standby, delegate.

16 SECRETARY-TREASURER STUGLIN: Okay. Total
17 number \$13,379,970.

18 DELEGATE RONALD BOYER: And you got the
19 breakdown? You guys -- did everybody get the
20 breakdown? Okay. So we got the --

21 SECRETARY-TREASURER STUGLIN: So in that
22 original breakdown, I was missing the 539,000 for
23 compliance related work.

24 DELEGATE RONALD BOYER: And Frank, if it's
25 not too much of a bother, could you go through it one

1 more time because some other delegates weren't quick
2 enough to write it down? They want to write down the
3 complete breakdown.

4 SECRETARY-TREASURER STUGLIN: What if I just
5 made a copy and give it to you?

6 DELEGATE RONALD BOYER: Have at it. That
7 would be great.

8 (Cheers and applause)

9 DELEGATE RONALD BOYER: Okay. That's fine.
10 We're good with that.

11 PRESIDENT CURRY: Delegates will have copies
12 within the hour.

13 (Cheers and applause)

14 PRESIDENT CURRY: Point of Order at mic
15 number 6, please proceed.

16 DELEGATE RONALD BOYER: Thank you.

17 PRESIDENT CURRY: Thank you, Delegate.

18 DELEGATE JORDAN BARBEAU: Jordan Barbeau,
19 Local 2320, in Region 9A.

20 Since we're going to be doing copies of the
21 amounts to pass out, two Point of Information. One, is
22 this information already in the Financial Secretary's
23 report booklet that was distributed to everyone?

24 PRESIDENT CURRY: Not completely.

25 DELEGATE JORDAN BARBEAU: Okay. And then

1 second Point of Information, in the math that's being
2 put together to be passed around, could we include the
3 math on the total amount of funds from member dues that
4 were misused, misappropriated, or embezzled --

5 (Applause)

6 DELEGATE JORDAN BARBEAU: -- and how that
7 compares?

8 PRESIDENT CURRY: Delegate that was at mic
9 number 6, the first issue can be provided on those
10 numbers. The -- and that will be passed out. The
11 other issue is going to require some calculations to
12 come together, but that information on the
13 misappropriated union dues money will be provided
14 before the conclusion of the convention.

15 (Cheers and applause)

16 PRESIDENT CURRY: So, at this time, Chair
17 calls Director James Harris to the podium for purposes
18 of introduction.

19 (Cheers and applause)

20 DIRECTOR JAMES HARRIS: Good morning, UAW.

21 Governor Gretchen Whitmer is a public servant
22 who has devoted her career to building a strong
23 Michigan for all.

24 As she has led Michigan through this
25 extraordinary time, the focus has been on doing the

1 right things, acting decisively, focusing and listening
2 to the experts. In doing so, she helped get the
3 COVID-19 pandemic under control, and laid the
4 groundwork to rebuild Michigan's economy back stronger
5 than ever.

6 In two years, the Whitmer Administration has
7 helped create 11,000 new auto jobs while working to
8 diversify this economy. She has made the largest
9 investment in K-12 schools in history without raising
10 taxes.

11 She established the Michigan Reconnect
12 Futures for Front Liners Programs to create a more
13 dynamic educated workforce, and is fixing crumbling
14 roads and water infrastructure while creating 7,500
15 jobs in the process.

16 Whitmer understands the needs of working
17 families.

18 Last year, she reinstated the prevailing wage
19 because she understands that good paying union jobs are
20 important to the state overall economic health.

21 (Applause)

22 DIRECTOR JAMES HARRIS: She has invested in
23 small businesses to make sure they could stay afloat
24 during the pandemic.

25 Whitmer has taken bold steps to improve

1 schools, building a more skilled workforce, and
2 creating better jobs for Michiganders.

3 She made historic investments in education,
4 and is offering free community college and job training
5 to adults over 25, essential workers, and making
6 education accessible to those who cannot afford it.

7 **A lifelong Michigander who has earned a**
8 **bachelor's degree and a law degree from Michigan State**
9 **University. She achieved this progress alongside the**
10 **most diverse cabin in state history, and three dynamic**
11 **elected leaders, Lieutenant Governor Garlin Gilchrist,**
12 **Attorney General Dana Nessel, and Secretary of State,**
13 **Jocelyn Benson.**

14 **The Whitmer Administration will continue to**
15 **work, and to ensure that every Michigander has a great**
16 **education and a path to a good paying job, every**
17 **community has clean, safe drinking water, and everyone**
18 **can drive to work or drop their kids at school safely**
19 **without blowing their tire or cracking a windshield.**

20 **She will keep fighting for Michiganders every**
21 **day, and tackling the big challenges Michigan faces**
22 **with bold solutions and decisive leadership.**

23 **Please give Governor Gretchen Whitmer a warm**
24 **UAW welcome.**

25 **Thank you.**

1 (Cheers and applause)

2 GOVERNOR GRETCHEN WHITMER: All right. Thank
3 you. Thank you. Thank you.

4 Good morning, UAW Brothers and Sisters. I'm
5 so glad to be with you.

6 I was listening back there. I was watching a
7 little bit, and I just want to recognize Bob Reynolds
8 from New York, who blamed his blue shirt on his wife.
9 So I just want to thank my husband for picking out the
10 right outfit for me today.

11 (Cheers and applause)

12 GOVERNOR GRETCHEN WHITMER: Ooh, I was so
13 glad he was from New York, I didn't want to pick on one
14 of my voters, you know.

15 Anyway, I appreciate the wonderful
16 introduction. And my husband does not dress me. I do
17 that myself. No surprise there, right?

18 But I want to thank President Curry,
19 Secretary-Treasurer Stuglin and the Executive Board. I
20 appreciate you. I appreciate the work you do on behalf
21 of the members who do the hard work every single day
22 for the people of Michigan and all across the country.

23 Today, we're coming together for the UAW's
24 38th Constitutional Convention, celebrating nearly 90
25 years of solidarity and sacrifice made possible by

1 generations of hardworking men and women. Generations
2 of hardworking men and women Michiganders as well.

3 UAW story -- yeah.

4 (Applause)

5 GOVERNOR GRETCHEN WHITMER: UAW story is
6 interwoven with Michigan's story. It began when
7 workers sat down in Flint to fight for safe working
8 conditions and a better way of life, showing the world
9 the power of collective bargaining.

10 Michigan assembled the arsenal of democracy
11 to win World War II. Together, we put the world on
12 wheels and built the middle-class. And it was the UAW
13 that did that.

14 And it was made possible --

15 (Applause)

16 GOVERNOR GRETCHEN WHITMER: Yeah.

17 Because the UAW didn't just build the best
18 vehicles in the world, but it formed the backbone of
19 the middle-class by fighting for good pay and fighting
20 for benefits.

21 Since 1935, the UAW has stood tall for
22 millions of hardworking industrious driven Americans in
23 their fight for economic, social, civil, and labor
24 justice. The UAW's story is about possibility. It's
25 about perseverance, and it's about purpose. It defines

1 Michigan.

2 Today, that story continues right here at
3 Huntington Place in the heart of Detroit.

4 Now, I'm here because I remain absolutely
5 committed to working with the UAW as we continue
6 building the future of the auto industry right here at
7 home. And I will stay focused at the State level,
8 making sure that we're investing in our workers and the
9 future of American manufacturing.

10 Together, we can create good paying,
11 high-skill union jobs, and lead the world in electric
12 vehicle development and manufacturing.

13 Since I took office, we have secured 25,000
14 auto jobs with our Big Three investing over \$12
15 billion. And together, we're cementing Michigan's
16 status as a global manufacturing leader.

17 And because of the Bipartisan Economic
18 Development Legislation I signed last December, we're
19 in a solid position to compete for and win even more
20 projects, and thousands of good-paying union jobs.

21 Now, you've seen close up what our dependence
22 on overseas chips has meant for the auto industry and
23 your jobs. Idle plants, vehicles waiting in lots for
24 chips, delays to customers. We need to compete now,
25 and in the future. We're going to get it done. We

1 will show the world that we have the tools. We are the
2 home to the best of the best workforce, and we move
3 fast and we can work together.

4 Just this month, I signed my fourth
5 bipartisan balance budget. It delivers on the
6 kitchen-table issues that matters most to Michigan's
7 working families.

8 Unions helped build the middle-class. And as
9 governor, I believe this budget invests in working
10 families and helps more people get into the
11 middle-class. This fiscally responsible budget does
12 not just -- it just doesn't raise taxes, it didn't
13 raise taxes by a single dime.

14 (Applause)

15 GOVERNOR GRETCHEN WHITMER: And it made
16 crucial investments. Crucial investments to pay down
17 debt. But to invest in our people includes significant
18 investments in education, in public health, in public
19 safety, and mental health.

20 With this budget, we will have the greatest
21 investment per pupil, for every single child in
22 equitable investment for the first time in Michigan
23 history.

24 (Applause)

25 GOVERNOR GRETCHEN WHITMER: We also increased

1 funding in local governments, to help them invest in
2 first responders and keep communities safe.

3 And for our workers, the budget funds are
4 statewide pre-apprenticeship programs such as Going Pro
5 or the Michigan Reconnect Program. These are programs
6 that helped Michiganders on the path to get skills
7 without going into incredible debt, so they can bolster
8 their skills and get into a good-paying job.

9 Now, all together, this budget will grow the
10 Michigan economy and invest in our workforce while
11 empowering working families and communities.

12 If you invest in people, you grow the
13 economy. And that's exactly what we've been able to
14 accomplish together.

15 You all fight hard for workers and their
16 families. And you have made our State stronger, and
17 you have benefitted everyone in the state by making our
18 state more prosperous.

19 Now, I'll keep working with you and I'll
20 continue to be in your corner and I know you'll
21 continue to be in mine.

22 In 2019, I signed an executive directive
23 cracking down on payroll fraud, and ensuring that
24 employers cannot intentionally misclassify workers as
25 independent contractors so they can deny them critical

1 benefits like overtime pay, workers' comp, and
2 healthcare.

3 Right now, I'm fighting to fully repeal the
4 retirement tax.

5 (Cheers and applause)

6 GOVERNOR GRETCHEN WHITMER: I've been
7 fighting for that since my predecessor enacted it.

8 For four years, I've been trying to get our
9 legislature to follow suit and help me repeal it.
10 Maybe with a new legislature, we can finally get it
11 done.

12 (Applause)

13 GOVERNOR GRETCHEN WHITMER: So my message to
14 anyone who wants to short change our workers, my
15 message is clear. Not on my watch.

16 (Applause)

17 GOVERNOR GRETCHEN WHITMER: So as I wrap up,
18 I want to be very, very clear. I am a pro worker
19 governor to the core, and I will continue to fight for
20 working people. And I know who we're up against.

21 Being here today, I am reminded of an
22 important quote from Walter Reuther.

23 There's a direct relationship between the
24 ballot box and the bread box. And what the union
25 fights for and wins of the bargaining table can be

1 taken away in the legislative halls.

2 This fall, it's going to take every single
3 one of us working together to make sure that we don't
4 lose all the progress we've made.

5 The other side is going to throw a lot at me.
6 Guess what? They say what doesn't kill you makes you
7 stronger, so I'm ready.

8 (Cheers and applause)

9 GOVERNOR GRETCHEN WHITMER: And I'll stay in
10 the arena and be unapologetic about supporting unions
11 and working families. I'll dust myself off and I'll
12 continue to be the happy warrior so long as I know that
13 there is an army that has my back. And I thank you for
14 being that army.

15 (Cheers and applause)

16 GOVERNOR GRETCHEN WHITMER: Thank you.

17 Because this ballot, it's not just me and
18 Garlin Gilchrist or Jocelyn Benson or Dana Nessel, or
19 all the democrats running for the legislature. On
20 this ballot is workers rights. It's civil rights.
21 It's voting rights. It's women's rights. And we must
22 win.

23 Thank you. I love you, UAW.

24 (Cheers and applause)

25 PRESIDENT CURRY: Once again, UAW, give a

1 round of applause to Big Gretch.

2 (Cheers and applause)

3 PRESIDENT CURRY: Thank you, Governor Whitmer
4 for being a part of this 38th Constitutional
5 Convention. You're a real friend of labor, the auto
6 industry and progressive rights.

7 I'd now like to call up Vice President Terry
8 Dittes for purposes of introduction.

9 (Applause)

10 VICE PRESIDENT DITTES: Good morning,
11 Brothers and Sisters.

12 I get the honor to introduce our next
13 speaker. Our next speaker is Marty Walsh.

14 (Applause)

15 VICE PRESIDENT DITTES: He is the nation's
16 29th Secretary of Labor. He was sworn in on March 23,
17 2021, and is a lifelong champion of equity and
18 fairness.

19 He's a proud Bostonian. He leads the U.S.
20 Department of Labor with a strong connection to working
21 people, and a commitment to creating an economy that
22 works for everyone.

23 Secretary Walsh spent the previous seven
24 years as the Mayor of Boston. He proved himself as an
25 advocate for working families, by leading the creation

1 of nearly 140,000 jobs, and helping secure a statewide
2 \$15 an hour minimum wage, paid sick leave, and paid
3 parental leave.

4 (Applause)

5 VICE PRESIDENT DITTES: As mayor, he stood
6 out as a national leader in the response to COVID-19,
7 getting personal protective equipment to first
8 responders and nursing homes, funding emergency
9 childcare for healthcare and frontline workers.
10 Halting evictions and providing rental relief, and
11 setting up multiple funds to help small businesses
12 survive.

13 Also, he has made his mark as a union man and
14 a labor leader. After following his father into the
15 Labor's Local 223 in Boston from 2011 to 2013, he rose
16 to the head of the Building and Construction Trades
17 Council.

18 He worked with businesses and community
19 leaders to promote high-quality development, and he
20 created a program called Building Pathways. That has
21 become a model for increasing diversity in the
22 workplace, and providing good career opportunities for
23 women and people of color.

24 Please, let's give a warm welcome to our
25 brother, Secretary of Labor, Marty Walsh.

1 (Applause)

2 SECRETARY OF LABOR MARTY WALSH: Thank you,
3 very much.

4 I want to thank you, Mr. Vice President.
5 Thank you for that great introduction.

6 It's an honor to be here today. I want to
7 say something. I'm kind of pissed. The Governor came
8 out here and she talked about wearing her dress because
9 her husband helped pick it, and I should have called
10 him this morning because I wore the wrong color tie to
11 your convention this morning. But it's an honor to be
12 here today.

13 I want to thank members of the Executive
14 Board, local officers, delegates to this great
15 convention. Thank you for everything you do supporting
16 members in your union.

17 I want to say a special thank you to your
18 president, Ray Curry.

19 Before I came to labor -- let's clap for
20 President Curry.

21 (Applause)

22 SECRETARY OF LABOR MARTY WALSH: Before I
23 became the labor secretary, as the Mayor of Boston, I
24 really -- I knew who President Curry was and I knew the
25 position he held, but I really didn't know him. But

1 now, I've been able to spend a lot of time with him.

2 We've been in the White House meetings
3 together discussing workers rights and the labor
4 movement. I've met him at job sites all across this
5 country. In President Biden's visit to Detroit last
6 year, President Curry introduced us to the UAW members
7 making electric cars and pickup trucks.

8 Recently, we toured a battery sub plant being
9 built in Spring Hill, Tennessee.

10 Your president is making sure the UAW members
11 are building our clean energy future and making sure
12 that you have a seat at every single table in this
13 country.

14 (Applause)

15 SECRETARY OF LABOR MARTY WALSH: And just
16 last week, we were in New Jersey and I went to the
17 NAACP convention. And who was there? Ray Curry
18 helping lead the convention as co-chairs of the Labor
19 Committee.

20 He is building on the UAW's proud history of
21 advancing labor rights and civil rights together. I'm
22 in a lot of rooms with Ray Curry. He's helping us lead
23 some of the most important conversations that we are
24 having in the country right now, and he's bringing your
25 voice to those conversations, to every table.

1 (Applause)

2 SECRETARY OF LABOR MARTY WALSH: And I want
3 to thank you, Mr. President, for your friendship, your
4 support, and everything you do for the American workers
5 in the United States of America.

6 (Applause)

7 SECRETARY OF LABOR MARTY WALSH: I also want
8 to thank every single member of this union; the auto
9 workers, the aerospace workers, the manufacturing
10 workers, the higher education workers, the healthcare
11 workers, a lot of them in Boston and Massachusetts.
12 That's why I'm giving you an extra shout out.

13 (Cheers)

14 SECRETARY OF LABOR MARTY WALSH: The
15 healthcare workers and nonprofit workers, the office
16 workers and public employees. And in some cases, the
17 most important, the retirees.

18 This is one of the biggest, most diverse, and
19 active unions in the world, the United Auto Workers.
20 You build America, and you are rebuilding America right
21 now.

22 (Applause)

23 SECRETARY OF LABOR MARTY WALSH: You are
24 showing what workers everywhere want to do with union
25 power. I want to tell you today, a little bit about

1 President Biden and Vice President Harris and myself,
2 and the entire administration.

3 First of all, the President wanted me to let
4 you know that he has your back, and the Vice President.
5 So he has your back.

6 (Applause)

7 SECRETARY OF LABOR MARTY WALSH: This
8 administration is working hard every day. And you are
9 working hard every day. And the members of your local
10 unions that are not here that are out working right
11 now. You're volunteering in your communities. You're
12 standing up for your coworkers. And when you're
13 helping other workers organize, we support you, we
14 stand with you, we believe in you. And we're putting
15 that belief into action.

16 I want everyone just to think back for a
17 minute, back to January of 2021. As a country, we were
18 in a very difficult place where we're dealing with a
19 once-in a century pandemic.

20 The pandemic, quite honestly, was out of
21 control and there was no plan for vaccines and plan to
22 get people back to work. The unemployment rate was
23 over 6 percent, over 6 percent.

24 More than 10 million Americans couldn't find
25 jobs or wouldn't go to work, or were afraid to go to

1 work.

2 Millions of kids, your kids were still
3 learning from school -- learning school from home
4 because there was no plan on how to get kids back in
5 school.

6 Thousands of small businesses all across this
7 country on our main streets and every single
8 neighborhood that's represented here today were closed.
9 And Washington was held hostage by extremism, and even
10 violence.

11 So President Biden took office with a mission
12 and a plan. That mission was to get Washington working
13 for people again, on behalf of the American people.
14 And the plan was to build an economy from the bottom
15 up, and the middle out, putting working people first.

16 And that's exactly what the president has
17 done. The President's American Rescue Plan got shots
18 into arms, relief to families, schools open safely, and
19 businesses started hiring again.

20 We opened up the economy. And we responded
21 to the needs of working people all across this country.

22 I want to give you one example of that, that
23 impacts, not necessarily everyone in this room, but
24 impacts our brothers and sisters in other unions across
25 the country.

1 Before the American Rescue Plan, over 200
2 multi-employer union pension plans were at the risk of
3 going under. Retirees and beneficiaries who worked
4 their entire career saw their benefits being cut. They
5 weren't getting a hundred percent of their pension.
6 They were getting, 50, 60, 70 percent of their pension
7 and they were expecting 100 percent for the benefits
8 they bargained for and they paid into.

9 President Biden's effort to American Rescue
10 Plan saved those pensions.

11 We are protecting the solvency for the next
12 30 years of defined pension plans in the United States
13 of America.

14 (Applause)

15 SECRETARY OF LABOR MARTY WALSH: And we are
16 restoring full benefits to all the members that didn't
17 get the full benefit when they deserved it and they
18 expected it.

19 (Applause)

20 SECRETARY OF LABOR MARTY WALSH: Last year,
21 the President also delivered a historic bipartisan
22 infrastructure law. And it was historic and it was
23 bipartisan.

24 That law right now, is investing billions of
25 dollars in communities all across our country, urban

1 American, rural American.

2 Union workers are replacing lead pipelines
3 and bringing clean drinking water to homes and schools
4 all across the country.

5 We're bringing affordable high-speed internet
6 to millions of Americans who haven't had it in the
7 past.

8 They're building out a national network of
9 charging stations -- I think this might have a little
10 interest in this room -- for electric vehicles built
11 right here in Detroit, and everywhere else, by the UAW
12 members, making sure that we're able to grow that
13 industry.

14 (Applause)

15 SECRETARY OF LABOR MARTY WALSH: The
16 President understands the fundamental importance of
17 domestic manufacturing to our economy, to our climate,
18 and to our future. He's revitalizing the American
19 industries.

20 He signed an executive order to make sure the
21 government's spending goes to American-made products.

22 He met with companies that are now investing
23 billions of dollars in new domestic plans, in
24 microchips, solar power, batteries, and so many other
25 areas.

1 We brought back every single manufacturing
2 job that we lost during the pandemic, and adding
3 500,000 jobs in the last year alone.

4 We are working very close with Congress to
5 pass a bill called the Chips Bill, that advance
6 yesterday in the Senate, that would invest in more good
7 jobs and good union manufacturing jobs in our country.
8 It would strengthen our supply chain.

9 We talk about -- we talk about inflation.
10 The reasons for inflation isn't because of President
11 Biden's policies. The reason for inflation and global
12 inflation is because of supply chain issues, because of
13 the war that's going on in Ukraine, and all of the
14 challenges that we have.

15 We need to bring our supplies back to the
16 United States of America. We need to continue to build
17 these products in the United States of America, to
18 allow American workers to out compete China in the
19 world. And we can do it. We have done it in the past,
20 and we'll do it in the future as well.

21 (Applause)

22 SECRETARY OF LABOR MARTY WALSH: Ironically,
23 this is made in America week. And it's certainly a
24 good time to move this bill forward. And for the UAW,
25 what's interesting is every week is made in America

1 week. You move us forward.

2 In total, since President took off, we've
3 added over 9 million jobs to our economy. Unemployment
4 has been under 4 percent since March. In 21 states,
5 unemployment rate is at or below 3 percent.

6 That has never, ever happened before in the
7 history of America at the beginning of a presidency.
8 It's incredible progress. But it means more families
9 are feeling more secure. It means more young people
10 have good options. And more workers have bargaining
11 power to increase their wages, their benefits, and
12 their skills.

13 The President, though, is also using every
14 tool to fight global inflation.

15 No one knows better than you in this room,
16 gas prices have been coming down over the last six
17 weeks, but we need to do more.

18 And yesterday, the president announced the
19 release of another 20 million barrels of crude oil from
20 the Strategic Petroleum Reserve. It's going to keep us
21 going in the right direction.

22 On issue after issue, we are moving America
23 forward, not by the way we used to do it, by putting
24 workers first. And I know that because I am the labor
25 secretary. And it's my great honor and privilege to

1 focus on the needs of working people

2 In the Department of Labor, we're expanding
3 capacity to empower all workers, morning, noon and
4 night. Protecting health and safety on the job.
5 Fighting wage theft and discrimination. Investing in
6 career and pathways to good jobs.

7 We're reaching out to support the most
8 vulnerable workers, including workers of color, women,
9 the LGBTQ, workers with disabilities, immigrants,
10 people who have been pushed aside for years. We can't
11 do that anymore.

12 I want the local officers and the stewards
13 here to know here, if you're in a state that does not
14 have strong worker protections, you should and need to
15 contact the Department of Labor and we will respond.
16 No matter where you live, every single worker has the
17 right and dignity to safety on the job. Every single
18 worker has the right to organize and form a union on a
19 job.

20 (Applause)

21 SECRETARY OF LABOR MARTY WALSH: This
22 administration supports the Pro Act. We need to
23 strengthen our labor laws, not weaken our labor laws.

24 (Applause)

25 SECRETARY OF LABOR MARTY WALSH: Strengthen

1 our labor laws because for the last 40 years, we have
2 been taking the hell out of labor laws and weakening
3 them. But we aren't waiting to pass a bill. We're
4 backing workers right now. We're working across all of
5 Government to take down barriers to worker organizing.
6 And we're using the bully pulpit to speak out in
7 support of worker's rights.

8 We are making it clear that workers have a
9 choice, and the worker's choice alone, to form a union.

10 At the Department of Labor, we're getting
11 ready to launch You Know Your Rights Campaign. We're
12 setting up the first ever online worker organizer
13 research center. It's a one-stop shop at the
14 Department of Labor in the United States, on how to
15 form a union.

16 (Applause)

17 SECRETARY OF LABOR MARTY WALSH: Together, we
18 have the opportunity to write the next great chapter in
19 the history of our labor movement. And I'm grateful to
20 the UAW for helping lead the way.

21 I want to congratulate some of your newest
22 members. The graduate students at Columbia University
23 and researchers at Columbia University, welcome.

24 (Applause)

25 SECRETARY OF LABOR MARTY WALSH: The WebMD

1 Health and Wellness coordinators, welcome.

2 (Applause)

3 SECRETARY OF LABOR MARTY WALSH: The GN
4 sanitation workers and cleaning workers, welcome.

5 (Applause)

6 SECRETARY OF LABOR MARTY WALSH: The Las
7 Vegas casino workers, welcome.

8 (Applause)

9 SECRETARY OF LABOR MARTY WALSH: The public
10 employees in Ohio and Michigan, welcome.

11 (Applause)

12 SECRETARY OF LABOR MARTY WALSH: The museum
13 workers in New York, welcome.

14 (Applause)

15 SECRETARY OF LABOR MARTY WALSH: The daycare
16 workers in Rochester, welcome.

17 (Applause)

18 SECRETARY OF LABOR MARTY WALSH: I can go on
19 and on and on because that's what your union is doing.
20 You're organizing.

21 (Applause)

22 SECRETARY OF LABOR MARTY WALSH: You know how
23 to fight. You know how to move forward. You know how
24 to do what you need to do, and we need to do more of
25 that.

1 (Cheers and applause)

2 SECRETARY OF LABOR MARTY WALSH: I would also
3 be remiss if I didn't congratulate the John Deere
4 workers who were firm and got results you needed last
5 year.

6 (Cheers and applause)

7 SECRETARY OF LABOR MARTY WALSH: And the CNH
8 workers in Iowa, Wisconsin, and everyone else in a
9 tough fight. I want you to know that we stand with
10 you. We will always stand with you. The president
11 stands with you. This administration stands with you.
12 Organized labor stands with you.

13 (Applause)

14 SECRETARY OF LABOR MARTY WALSH: Workers
15 fighting for their rights have moved our country
16 forward time and time again. And today is no
17 different.

18 Right now, a wave of organizing is sweeping
19 across the United States of America. And that's not an
20 exaggeration.

21 The National Labor Relations Board put out
22 some data recently. Workers petitions for union
23 representation are up by 58 percent this year alone.
24 There have been nearly 1900 petitions so far this year.
25 That's more than all the petitions in 2021.

1 (Applause)

2 SECRETARY OF LABOR MARTY WALSH: More and
3 more workers understand and want the opportunity that a
4 union provides them. It's the opportunity for good
5 wages and benefits, but it's more than that.
6 Fundamentally, it's about respect. Respect for your
7 work, your voice, and your rights.

8 I want you to -- I want to tell you a little
9 bit about my story.

10 My parents came here from Ireland land in
11 1950s. My father came out in 1956. My mother came out
12 in 1959. My mother was 17 years old.

13 My father had an opportunity when he came to
14 Boston, to join the union. That union was Laborers'
15 Local 223 in Boston. I followed my father into that
16 union. And I had an opportunity. I worked
17 construction.

18 That union -- and when I talk about that
19 union, it's not just that union, it's those numbers.
20 Those numbers represent something to me.

21 When I was a little boy, I went to the union
22 hall, and my uncle was the Financial
23 Secretary-Treasurer of the local. I would walk into
24 that union and see those numbers 2-2-3. And I didn't
25 know what they meant, but I knew they meant something.

1 And as I got older, I wanted to be part of that so I
2 dropped out of college and I joined the Laborers'
3 Union.

4 That union provided me with healthcare. That
5 union provided me with good wages. That union allowed
6 me to be able to live life with dignity. That union
7 allowed me to get into recovery and recover from
8 alcoholism and go to detox.

9 (Applause)

10 SECRETARY OF LABOR MARTY WALSH: That union
11 allowed me to become the recording secretary and its
12 president. And later, head the Boston building trades
13 in the City of Boston.

14 (Applause)

15 SECRETARY OF LABOR MARTY WALSH: That union
16 allowed me the opportunity to run for state
17 representative and serve 16 years in the legislature.
18 And that union also allowed me to run for mayor of
19 Boston and serve seven years as the City of Boston.

20 I stand before you as the Secretary of Labor
21 for the United States of America. I am a proud union
22 member, and a voice for workers in the president cab
23 bin.

24 (Applause)

25 SECRETARY OF LABOR MARTY WALSH: I am here

1 because the union opened the door to my immigrant
2 family, and to me.

3 (Cheers and applause)

4 SECRETARY OF LABOR MARTY WALSH: And as
5 President Biden says, the middle-class built America,
6 but unions built the middle-class.

7 (Applause)

8 SECRETARY OF LABOR MARTY WALSH: And I've
9 been around for a little bit, and I've watched past
10 administrations, and I've watched the administrations
11 in Washington come in. I've watched them take away
12 union rights. I've watched them undercut us time and
13 time again.

14 And now, at this moment in time, after
15 decades of attacks on workers' rights, we are
16 rebuilding the middle-class with good union jobs. And
17 that's the opportunity we must make sure that everyone
18 has in this country, no matter the race or gender,
19 where you live, or what industry you come from.

20 We have that opportunity now, because we have
21 the most pro-labor president in the history of the
22 United States of America, and you have a labor
23 secretary who carries a union book, and my dues are
24 paid, in my pocket.

25 (Applause)

1 SECRETARY OF LABOR MARTY WALSH: I just want
2 to -- I want to just say a couple more things. Because
3 the progress that we are making proves that workers
4 have power. It also proves that -- something else. It
5 proves that leadership matters. Elections matter.
6 Voting and speaking out matters. And having leaders
7 who support collective bargaining and union organizing
8 matters.

9 Now, I just want to say this. That we have
10 the benefit of being able to join the union and be able
11 to have benefits and people negotiate our contracts and
12 working on contracts and have the right to strike if we
13 want to strike. We have healthcare. We have the
14 40-hour work week. We have overtime. We have all
15 that.

16 Those benefits didn't happen by accident.
17 And sure as shit, we didn't -- we didn't get those
18 benefits.

19 When you go back to your union hall later
20 today or next -- when you go home, on the wall, there's
21 a charter. And on that charter, there's names. And
22 back when this great union was founded, just like my
23 great union was founded, those members got together
24 because workers were being abused, they were being
25 abused. They didn't have healthcare. They didn't have

1 a pension. They didn't have annual leave. They didn't
2 have sick time. They didn't have paid family leave.
3 They didn't have anything. They didn't have job
4 safety. They didn't have any of that stuff. We
5 inherited that.

6 So it's our obligation, because we inherited
7 that, to continue that going forward. To continue to
8 fight to preserve those benefits --

9 (Applause)

10 SECRETARY OF LABOR MARTY WALSH: -- and those
11 rights that people fought before and before us, fought
12 to give us those rights.

13 (Applause)

14 SECRETARY OF LABOR MARTY WALSH: So there is
15 more work to be done.

16 We need to keep fighting for the right to
17 organize, for living wages, for healthcare, for
18 childcare, for paid family leave, and for equity,
19 rights and opportunity for all Americans.

20 So this is not a time to be discouraged or to
21 back down. It's a time for solidarity. It's a time to
22 fight. And we know when we stand together, we always
23 win when we stand together. When we work together, we
24 always win. And when we fight together, we always win.

25 God bless the UAW. God bless the labor

1 union, and God bless the United States of America.

2 Thank you, Brothers and Sisters. Have a
3 great convention.

4 (Cheers and applause)

5 PRESIDENT CURRY: Thank you, once again,
6 Secretary of Labor, Marty Walsh.

7 (Applause)

8 PRESIDENT CURRY: You are a true example of
9 why elections matter. And we're better for having you
10 at the helm of labor administration. Think about it, a
11 labor member leading the Secretary of Labor's Office.

12 (Applause)

13 PRESIDENT CURRY: I'd now like to call up
14 Tish Hearn, Shirley Mata, Cathy Watkin, also Jessica
15 Morgan, and Sheri Baker of the Resolutions Committee to
16 present our first resolution.

17 (Applause)

18 RESOLUTIONS COMMITTEE TISH HEARN: Good
19 morning, brothers and sisters. My name is Tish Hearn.
20 I'm from Local 1700 --

21 (Applause)

22 RESOLUTIONS COMMITTEE TISH HEARN: -- under
23 the leadership of Director James Harris and Assistant
24 Director Jason Craig, Region 1.

25 I will be reading the proposed resolution,

1 Women's Issues, found on page 71 of the proposed
2 resolution book.

3 It is imperative that our union prioritizes
4 the following errors affecting working women.

5 1. Advocacy of women's economic equity and
6 wages of infrastructure.

7 2. Protection of voter rights and support of
8 pro labor women candidates.

9 3. Advocacy for gender justice. And,

10 4. Combatting gender-based harassment and
11 violence in the workplace.

12 Wage gaps across gender, race, and ethnicity
13 have been profoundly exacerbated by the COVID-19
14 pandemic.

15 Nearly 40 percent of women say their family's
16 financial situation is worse today than before the
17 pandemic, compared to 26 percent of men, per the
18 National Women's Law Center Poll.

19 The pandemic has pushed many working women
20 out of the workforce entirely, deepening pay inequities
21 and impacting women of color more harshly, with higher
22 unemployment rates and poor health outcomes.

23 The lack of infrastructure for childcare,
24 caregivers, and paid leave has led to more than one
25 million women who worked prior to the pandemic, not

1 returning to work.

2 During COVID-19 lock downs, in addition to
3 paid work, women had to take the roles of teacher,
4 nurse, childcare professional and domestic worker. A
5 stark example of how women work a double shift.

6 Against this backdrop, there has been a
7 radical uptick enactment of legislation that limits
8 voting rights; the right to organize and bargain
9 collectively.

10 Reproductive healthcare services and LGBTQ+
11 protections further marginalizing the women and gender
12 oppressed individuals most vulnerable to economic
13 insecurity and violence.

14 State and local legislators have introduced
15 hundreds and hundreds of limits on voting rights and
16 reproductive health services this year, threatening to
17 silence workers voices and undermining collective
18 benefits.

19 By fighting for gender justice, our labor
20 movement can build an economy and society that respects
21 and protects working people, supports democracy in the
22 workplace and the community, and reinforces that the
23 labor movement is a movement for working women.

24 Women of other marginalized workers are
25 routinely and increasingly subject to harassment and

1 violence in the workplace.

2 Nearly three out of four workplace harassment
3 cases affecting women, men, and LGBTQ workers go
4 unreported.

5 RESOLUTIONS COMMITTEE SHIRLEY MATA: Good
6 morning, brothers and sisters. My name is Shirley
7 Mata. I'm from Local 249 out of Region 4, under the
8 directorship of Ron McInroy.

9 (Applause)

10 RESOLUTIONS COMMITTEE SHIRLEY MATA: The UAW,
11 therefore, commits to advocating for women's equity.

12 The UAW will continue to advance legislative,
13 legal, and collective bargaining strategies to end
14 gender, race, and ethnic pay disparities.

15 The UAW supports federal paid family and
16 medical leave, universal high-quality childcare for
17 every family, expanded unemployment insurance and sick
18 leave.

19 We believe women should have quality
20 healthcare, and the right to control their own bodies,
21 in --

22 (Cheers and applause)

23 RESOLUTIONS COMMITTEE SHIRLEY MATA: --
24 including equal access to contraception and
25 reproductive care regardless of where they work or

1 live.

2 A growing number of states have enacted
3 legislation to restrict access to reproductive
4 healthcare. And women -- men may soon find their use
5 of collectively bargained healthcare for themselves, a
6 partner, or family member to be in violation of the
7 State law.

8 The UAW Women's Committee will review the
9 impact of these laws on collectively bargained
10 healthcare benefits and develop a response to ensure
11 union members get what they bargained for.

12 We will support pathways for women workers to
13 gain access to education and training programs that
14 lead to good union jobs in every sector for the
15 economy.

16 Together, these measures will free women from
17 having to stay in low-paying jobs and put them at risk
18 just to hold on to health insurance and pay checks, and
19 will open opportunities for fair wages, benefits, and
20 the ability to provide a healthy and secure life for
21 themselves and their families.

22 (Applause)

23 RESOLUTIONS COMMITTEE CATHY WATKIN: Good
24 morning, brothers and sisters. My name is Cathy Watkin
25 from Local 174, under the exceptional leadership of

1 Director Laura Dickerson and Assistant Director Dave
2 Pagac.

3 (Applause)

4 RESOLUTIONS COMMITTEE CATHY WATKIN: Region
5 1A.

6 Fighting to protect voter rights and pro
7 labor women candidates, the UAW will give voice to
8 working women in our democracy, through our unions, and
9 at the voting booth.

10 We reaffirm the right of all women and
11 gender-oppressed people to vote. We will continue to
12 fight assaults on voting access which
13 disproportionately affect women voters, including voter
14 identification requirements, limitations on mail-in and
15 early voting, and the closing of voting locations.

16 The UAW recommits itself to support
17 leadership development and mentorship to further
18 advance women and gender-oppressed individuals at every
19 level of our union and federation, and we will support
20 pro labor women candidates in the elections at every
21 level of government.

22 RESOLUTIONS COMMITTEE JESSICA MORGAN: Good
23 morning. My name is Jessica Morgan from Local 838,
24 Region 4, under the great leadership of Ron McInroy and
25 Assistant Director Brad Dutcher.

1 Advocating for gender justice.

2 Gender justice requires bold action to
3 promote equity, safety, security and dignity for all
4 people regardless of gender identity or gender
5 expression.

6 The UAW calls for action to address the
7 terrible combination of systemic racism and gender
8 discrimination that black, Hispanic, Asian and
9 indigenous women workers have endured for too long.

10 Respecting the self-determination of workers
11 means respecting workers' identities and respecting
12 gender pronouns.

13 (Applause)

14 RESOLUTIONS COMMITTEE JESSICA MORGAN: We
15 commit to building unity and deepening our commitments
16 to gender and social justice throughout the UAW to make
17 the trade movement stronger.

18 (Applause)

19 RESOLUTIONS COMMITTEE SHERI BAKER: Good
20 morning, my UAW family. My name is Sheri Baker. I am
21 Financial Secretary from Local 211, Region 2B, under
22 the strong and determined leadership of Director Wayne
23 Blanchard and Assistant Director Jeff Shock.

24 (Applause)

25 RESOLUTIONS COMMITTEE SHERI BAKER:

1 Combatting gender-based harassment and violence in the
2 workplace.

3 The UAW will continue to educate working
4 women and working people on how to combat sexual
5 harassment in our work spaces through education and
6 resolution.

7 The UAW will begin laying the groundwork for
8 eventual U.S. ratification of IOL Convention 190, the
9 first global binding treaty on ending violence and
10 harassment in the world of work.

11 In the meantime, we will advocate to
12 implement the framework of Convention 190 to tackle the
13 root causes of workplace violence and harassment and to
14 revise the national action plan to ender [sic] gender
15 based violence globally, accordingly.

16 Brother and Sister delegates, on behalf of
17 the Resolution Committee, we move for adoption of the
18 proposed resolution.

19 Thank you.

20 (Applause)

21 (Motion made)

22 PRESIDENT CURRY: The resolution has been
23 read.

24 Is there a second?

25 Point of Order where?

1 Support? We'll now move to debate.

2 We will start in Region 9 for the purposes of
3 debate. Delegate for and a delegate against in Region
4 9.

5 Delegate waving the white paper, please go to
6 mic 6.

7 DELEGATE BUDDY MAXWELL, JR.: Good morning,
8 everyone.

9 My name is Buddy Maxwell, Jr., UAW Local 677
10 out of Mack Trucks Con GPA, Region 9, under the
11 leadership of Jeff Binz and the Assistant Director of
12 Lauren Farrell.

13 I am up here for the women's rights and the
14 issues that they have set forth.

15 First, we must know a little bit of a history
16 of what's going on. Women in the workforce, through
17 the generations, the National Service Act 1941, number
18 two was passed. Which is -- which means, made the
19 enlistment of women in the workforce was legal.

20 Between 1930 and the mid 1970s, women
21 participation in the economy continued to rise. Due to
22 the increase of the married women participating in the
23 workforce through one, education, and through by --
24 through technology.

25 As time progressed, women working and

1 employment prospects changed. Their experience in the
2 workforce changed. Their roles in family changed as
3 they learned to balance both work and families, which
4 resulted in two-income families.

5 Women becoming -- women becoming the backbone
6 of families because they juggled being a homemaker, a
7 partner, as well as providing for their families in
8 their -- in their country for many years.

9 UAW needs to continue to advocate for women
10 in all sectors of our union, to show diversity and
11 confidence that no matter who it is, white, black,
12 Asian, Hispanic, or any other type ethnicity is capable
13 of doing the job assigned to them.

14 We need to continue, as a union, to close
15 that gap and move forward in equality no matter the
16 ethnicity and gender or background.

17 The 37th Constitutional Convention promoted
18 that 'we are one'. It's time that we present to our
19 members in our locals, regions, and International staff
20 as well as the world, that we are diversified and
21 willing to allow any woman who is qualified and willing
22 to take on the responsibilities, to allow them to prove
23 themselves.

24 We need to stop voter suppression. We need
25 to take the steps forward in order to move forward.

1 Women in the workforce is vital to our growth
2 as a union, as well as diversity set forth by our first
3 black union president, Ray Curry. And one day, we will
4 have our first elected woman as president of this great
5 UAW, that is set forth --

6 (Applause)

7 DELEGATE BUDDY MAXWELL, JR.: -- and show the
8 world that we are setting the trend.

9 Thank you.

10 PRESIDENT CURRY: Thank you, Delegate.

11 Region 9, delegate against.

12 We'll now move to Region 9A. Delegate for
13 and delegate against.

14 Delegate with the orange hat, please go to
15 mic 6.

16 DELEGATE RACHEL PETHERBRIDGE: Hey, everyone,
17 my name is Rachel Petherbridge, a delegate and trustee
18 from Local 5118, Harvard Graduate Students Union.

19 First off, I want to thank the Resolutions
20 Committee for bringing this to the floor.

21 As a scientist at Harvard, I actually study
22 pregnancy. And it is such a fascinating time to work
23 in that field, but as a young woman of reproductive
24 age, I am very scared. And I appreciate your support.

25 (Applause)

1 DELEGATE RACHEL PETHERBRIDGE: However, I'm
2 very disappointed to see one word missing in this
3 resolution. This resolution alludes to reproductive
4 care, but it does not say abortion. Abortion is
5 healthcare.

6 (Applause)

7 DELEGATE RACHEL PETHERBRIDGE: We should not
8 couch this in political language and just say
9 reproductive care.

10 I'll say it again. Abortion is healthcare.
11 And it should have been in this resolution.

12 (Applause)

13 DELEGATE RACHEL PETHERBRIDGE: A majority of
14 UAW members will soon live in states where abortion is
15 no longer a right. And we need to use strong language
16 to fight against that on a national stage.

17 Thank you.

18 (Applause)

19 PRESIDENT CURRY: Thank you, Delegate.

20 Region 9A, delegate against.

21 Seeing none, we'll now move from Region 9A to
22 Region 1D.

23 Delegate for -- excuse me. We'll go now to
24 Region 1, delegate for and delegate against.

25 Delegate with the UAW fan, please go to mic

1 number 8.

2 Delegates, please be aware that the requested
3 information is now being handed out by the auditors and
4 UAW staff members.

5 DELEGATE TERRI SYKES: Good morning,
6 everyone.

7 Terri Sykes, President of Local 7777, over
8 the casinos. Under the leadership of Region 1,
9 Director James Harris, and Assistant Director Jason
10 Craig.

11 I am in support of this resolution, partly
12 because most of us women here, was raised to make sure
13 we can have control over our bodies. And for anyone or
14 anything to try to take that away from us is wrong.
15 And I truly support UAW for recognizing the importance
16 of our women rights.

17 Therefore, I rise in support of this
18 resolution.

19 PRESIDENT CURRY: Thank you, Delegate.

20 (Applause)

21 PRESIDENT CURRY: Delegate from Region 1
22 against.

23 Seeing none, we'll move now to Region 1A.
24 Delegate for and delegate against in Region 1A.

25 Delegate with the yellow folder, please go to

1 mic 8.

2 DELEGATE TRACIE COLLINS: Good morning,
3 sisters and brothers.

4 Tracie Collins, elected delegate to this
5 Constitutional Convention, from the dynamic UAW Local
6 182, where the tenacious, tried and true Terry Chitwood
7 is our president chairman, and Region 1A, under the
8 directorship of the very intelligent, inspiring,
9 illustrious, impactful, incredible, involved,
10 instrumental, history-making leadership of the first
11 black female Regional Director, Laura Dickerson --

12 (Applause)

13 DELEGATE TRACIE COLLINS: -- and Assistant
14 Director, the wonderful warm and witty, David Pagac.

15 (Cheers and applause)

16 DELEGATE TRACIE COLLINS: I support this
17 resolution because I've lived some of these situations.

18 Being the first black female electrician at
19 the Livonia Transmission Plant, I have had -- I have
20 experienced harassment, blatant injustice, and
21 disrespect. Feeling as if I was silence -- as if
22 silence was necessary until I realized from leadership,
23 support, mentorship, and the support of my UAW brothers
24 and sisters, that I didn't have to deal with it.

25 Being a one-year cancer survivor, I've been

1 to countless doctors' appointments where women were
2 mistreated due to poor health insurance, or no health
3 insurance at all.

4 I have the security, the security of well,
5 very well, very good bargained-for healthcare benefits.

6 (Applause)

7 DELEGATE TRACIE COLLINS: I am committed to
8 the support of this resolution.

9 Thank you.

10 PRESIDENT CURRY: Thank you, Delegate.

11 (Applause)

12 PRESIDENT CURRY: Any delegate in Region 1A
13 against?

14 Seeing none, we'll now move to Region 1D.
15 Delegate for, delegate against.

16 Delegate with the lime paper, please go to
17 mic 4.

18 DELEGATE SANDRA SMITH: Good morning,
19 delegates.

20 I rise in support of this resolution. My
21 name is Sandy Smith. I'm from Region 1D, and I'm with
22 Local 2145, under the presidency [sic] of Janice
23 Hilliard, and under the directorship of Steven Dawes,
24 the great director --

25 (Applause)

1 DELEGATE SANDRA SMITH: -- and Assistant
2 Director, Scott Zuckschwerdt.

3 We've talked about women's rights for years,
4 and I had stuff written. But you know what? I'm going
5 to go on what I know.

6 I've been a union member for almost 60 years
7 --

8 (Applause)

9 DELEGATE SANDRA SMITH: -- and I've seen our
10 rights go up and down. And what's really sad now, is
11 that they're trying to make us go back to before I even
12 became a member.

13 So what I'd like to see, and I'm glad to see
14 that the union is going to support us, they're going to
15 back us from legislating, from the equal pay, to our
16 rights. Our human and civil rights have been taken.
17 And women have been on attack for the last few years.
18 And we need to stand together as women, UAW women
19 especially.

20 We need to stand. How can you vote against
21 somebody that's against your rights? They talked about
22 the abortion rights. And that is really something
23 that's impacting us in our future.

24 So I stand in support of this, that our UAW
25 is going to be an advocate, going to stand up for us at

1 the bargaining table, and stand up and fight federally
2 and state.

3 Thank you.

4 (Applause)

5 PRESIDENT CURRY: Delegate in Region 1D
6 against.

7 Seeing none, we'll now move to the Retired
8 Workers Council for a delegate in support, or a
9 delegate against from the Retired Workers Council.
10 Delegate raising the hand is recognized.

11 Mic number 4.

12 DELEGATE BONNIE LAURIA: Bonnie Lauria,
13 Retired Workers Council, Region 1D under Steve Dawes.

14 And at this time, I'd like to call for the
15 question.

16 PRESIDENT CURRY: Question's been called. Is
17 there support? Support.

18 All in favor of ending debate, say aye.

19 Any opposed?

20 Ayes have it. So ordered. Debate is ended.

21 All in favor of adopting the resolution,
22 please say aye.

23 Any opposed? The ayes have it and the
24 resolutions adopted.

25 Thank you.

1 (Motion carried)

2 (Applause)

3 PRESIDENT CURRY: Point of Order with the
4 white paper, please go to mic number 8.

5 DELEGATE DAN GILSON, II: Local 14,
6 Region 2B, under the leadership of Hollywood. But I
7 don't want to say I am under the direction of them. I
8 am under the direction of the people that sent me here.
9 I come off the floor. And that's who I am working for.

10 And I would like to call out one of our
11 resolutions that did not get brought out of committee.
12 And it is in Article 16. And I would like to ask for
13 support to do that. But the reason that I'm asking --

14 PRESIDENT CURRY: Which page number,
15 Delegate?

16 DELEGATE DAN GILSON, II: It's page number
17 61. 005 is the submission.

18 And everybody wants to talk about -- I have
19 heard this transparency, transparency, transparency.

20 The people on the floor are really upset.
21 Because they don't feel like we get transparency. And
22 every time we try to move to get transparency, it
23 doesn't happen.

24 One of the issues we've had, I have looked
25 through here in this Article 16, and I see over 28

1 resolutions were submitted. Several of them are the
2 same to this. But it has to do with the dividends or
3 interest that's generated off the Strike Fund.

4 Currently it goes into the General Fund.
5 That needs to be held into the Strike Fund.

6 How do we tell the people that, Hey, we need
7 more money in the Strike Fund, but we are pulling the
8 interest off of that, and we are putting it in the
9 General Fund.

10 The people are really upset on the floor. I
11 am a floor worker. I am not an employee. And I don't
12 hold a position. I am on the floor. I hear what they
13 say on the floor. And I ask for this to be brought
14 out.

15 (Motion made)

16 PRESIDENT CURRY: Support?

17 DELEGATE DAN GILSON, II: Is there support
18 for that?

19 (Motion supported)

20 PRESIDENT CURRY: Okay. It is going to
21 require 136 to be brought out. We need to see a show
22 by standing and hands raised.

23 And we are going to need a few minutes to get
24 the auditors out to be able to make that count.

25 The count is 246. So it will come up for

1 debate.

2 We will begin that debate right now in
3 Region 1D.

4 Delegate for and delegate against.

5 Region 1D, delegate for, delegate against.

6 Seeing none, we will now move to Region 2B.

7 Delegate for and delegate against in Region 2B.

8 Delegate raising the hand, and the white
9 paper.

10 Please go to mic 8.

11 DELEGATE BRYAN MCCLURG: Bryan McClurg,
12 Local 1765.

13 I rise in support of this resolution to have
14 the money go back into the Strike Fund.

15 PRESIDENT CURRY: Thank you, Delegate.

16 Delegate against in Region 2B?

17 Seeing none, the mover of the original piece
18 to bring it out is in 2B.

19 Please go to mic 8 for an additional chance
20 to be recognized.

21 DELEGATE DAN GILSON, II: Dan Gilson,
22 Local 14, Region 2B.

23 This, I remember the last convention that we
24 were at. This was a hot topic. And when it was
25 brought up by one of my brothers in this room I believe

1 today, he was told he was out of order because it was
2 not put in as a resolution, so we couldn't talk on it.

3 And the delegates here allows you on the
4 floor, and he realizes this is how things are handled.
5 And then they start reading through the Constitution
6 and see this, they feel they are deceived. And that's
7 not what we are here for. We are here for clarity.

8 I mean, I remember what it came out like when
9 we went back to the people and said, hey, by the way,
10 we voted, and they accepted to take \$60 million out per
11 a two-tier term, out of the Strike Fund, and roll it
12 into the General Fund, if they deem needed for certain
13 causes.

14 You want to talk about frustration, when you
15 say, hey, we need to be at two-and-a-half hours to fund
16 this, because we don't have the money in the Strike
17 Fund. So we continue to be at two-and-a-half hours
18 because we don't have enough money in the Strike Fund.
19 But we are going to take the interest out, and then we
20 are going to take additional money out to roll into the
21 General Fund.

22 If we can't keep our General Fund and we
23 can't balance our books, we need to address the General
24 Fund. We don't need to take money from the Strike
25 Fund. To me that's misappropriation of funds. Because

1 we say that this is what it's for. We need to put it
2 where it belongs, and keep it there.

3 I mean, if you want to do something like
4 that, why don't you say let's put it on the ballot, if
5 we need to bring money out of the Strike Fund and put
6 it in the General Fund, and then go ahead and vote on
7 that when we are electing officials? You want to talk
8 about one man, one vote representing the people.

9 I am sorry I feel so strongly on this. But I
10 got beat up on the floor when I got back from the last
11 convention. And I wanted to make sure it got put in as
12 resolutions for this one.

13 (Cheers and applause)

14 PRESIDENT CURRY: Thank you, Delegate.

15 The Chair recognizes the delegate right now
16 from Region 1. Region 1, Point of Information, orange
17 card. Go to mic number 2.

18 DELEGATE MARCQUES DERBY: Marcques Derby, UAW
19 Local 807, Region 4, under Director Ron McInroy.

20 Just so we are clear, because I don't think
21 anybody in the room knows this, it is not in the
22 Secretary-Treasurer's Report, I don't know this. What
23 is the percentage of the interest that is accrued?
24 That's what I think that we all need to know.

25 Because if we know that, then it makes this a

1 little bit easier. And maybe we could make a friendly
2 amendment to this to where it makes sense that maybe we
3 could take a percentage out of the Strike Fund of the
4 interest, and have that still going to the General Fund
5 so it's still funded. And then the Strike Fund still
6 gets funded, as well. That's all.

7 PRESIDENT CURRY: Stand by. We are going to
8 get that answer for you from the Secretary-Treasurer.

9 Point of Information, mic number 7, with the
10 white folder waving.

11 DELEGATE JENNIFER BOONENBERG: Greetings,
12 Brothers and Sisters. My name is Jennifer Boonenberg.
13 I am out of Local 163, under the direction of our
14 President Al Byrd, Director Laura Dickerson, and
15 Assistant Director Dave Pagac.

16 And I just wanted to, excuse me, have a point
17 of direction for what that percentage of interest is
18 used for, for -- I know as possible organizer salaries
19 and other things to -- so that everybody in the room
20 understands what that is actually used for, instead of
21 thinking that it's possibly just sitting around
22 accruing extra money. If we could have some
23 clarification on that.

24 PRESIDENT CURRY: We will ask the
25 Secretary-Treasurer for that also.

1 Please stand by.

2 DELEGATE JENNIFER BOONENBERG: Thank you very
3 much.

4 PRESIDENT CURRY: One Point of Information
5 has been provided. The delegates to the 36th
6 Constitutional Convention and the Delegates to the 37th
7 Constitutional Convention authorized \$60 million for
8 the purposes solely of Article 16 and organizing
9 specifically.

10 The other informational interest is being
11 provided in just a second.

12 Point of Information, mic number 4, white
13 folder.

14 DELEGATE MICHAEL ORLANDO: My name is Mike
15 Orlando, from the great Local 228, under the direction
16 of James Harris.

17 I just had a question regarding if our rebate
18 would be affected based on the decision being made
19 right now with this resolution.

20 Thank you.

21 PRESIDENT CURRY: No effect on the rebates.
22 It would affect only the operational budget of the
23 International Union, but no effect on the rebates known
24 as the 13th check.

25 Point of Information, red folder, in the

1 jersey, mic number 7.

2 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,
3 UAW Local 174.

4 How will this affect the 850 million dollar
5 threshold for our dues going back to two hours?

6 PRESIDENT CURRY: We will provide that
7 information for you.

8 Currently, the balance of the Strike Fund is
9 \$827 million. And we are in close range of the 850
10 pursuit, which would eliminate the extra half an hour
11 on the dues. Expectation on that, Bill, is that that
12 would occur by December of '22.

13 Point of Information, orange card, mic
14 number 2.

15 DELEGATE RICHARD BUTLER: Hi. Rick Butler,
16 Local 1472, under Ron McInroy and Brad Dutcher.

17 How long would we even be able to operate if
18 the funding to the General Fund was cut off?

19 PRESIDENT CURRY: I will defer that question
20 to Secretary-Treasurer, along with the percentage of
21 the interest. And we are waiting on that total to
22 provide that to you.

23 DELEGATE RICHARD BUTLER: We still have
24 operating costs, so you know.

25 PRESIDENT CURRY: That would be correct. You

1 will still have operation costs to the International
2 Union. Correct.

3 Point of order. Chair recognizes black hat,
4 mic number 3.

5 DELEGATE JIMMY HYDE: Jimmy Hyde, Local 10,
6 Region 8, under the supervision of Mitchell Smith and
7 Assistant Director Tim Smith.

8 So I have just got a question. So if this
9 \$60 million is going to Organizing, so if we quit doing
10 this, we roll it back, our organizers are going to get
11 laid off. If they do, that would be a foolish move.

12 (Applause)

13 PRESIDENT CURRY: Thank you, Delegate.

14 Point of Information being recognized here,
15 white card, mic number 4, please.

16 And then after that, I am going to relinquish
17 the Chair to the Secretary-Treasurer to provide some
18 information.

19 And I would ask in preparation for the
20 Secretary-Treasurer information, that you would pull
21 out your Secretary-Treasurer's report that is in your
22 delegate packet to be able to follow appropriately.

23 Delegate at mic 4.

24 DELEGATE DAN GILSON, II: Dan Gilson, once
25 again.

1 For clarification on that past question,
2 those are two separate issues. The interest money is
3 not the \$60 million. Those are two separate ways that
4 the money comes out of the Strike Fund.

5 So I want that for clarification, because
6 it's not the same thing.

7 PRESIDENT CURRY: Thank you, Delegate.

8 SECRETARY-TREASURER STUGLIN: So, if you go
9 to page 9, Earnings on investments, 86 percent of the
10 interest goes to the General Fund.

11 PRESIDENT CURRY: Point of Information, white
12 card.

13 DELEGATE ROBERT REYNOLDS: Bob Reynolds,
14 Local 897, Buffalo, New York.

15 I will wait for the chairman.

16 Chairman, have we suspended debate on this,
17 on this article?

18 PRESIDENT CURRY: We have not, Delegate.

19 DELEGATE ROBERT REYNOLDS: Okay. So I know
20 we are waiting for information. We have a busy day.
21 Is there a possibility we can continue to debate?

22 PRESIDENT CURRY: We will continue to debate,
23 Delegate.

24 DELEGATE ROBERT REYNOLDS: Thank you.

25 PRESIDENT CURRY: We have gone to Region 1

1 and Region 1A.

2 At this time, we will go to Region 8.

3 Delegate for, delegate against.

4 Delegate with the yellow card, please. Mic
5 number 3.

6 Point of order, Delegate.

7 The delegate with the black shirt, please go
8 to mic 3.

9 Delegate from Region 8, please stand by mic
10 3.

11 DELEGATE JOHN WEYER: Good morning,
12 delegates. John Weyer, Local 869.

13 I don't think Region 1 spoke at all.

14 PRESIDENT CURRY: We will cover Region 1.
15 Thank you, Delegate.

16 Delegate at Region 8, please go to mic 3.

17 Point of Information, delegate in the black
18 jacket, mic number 2.

19 DELEGATE NOLAN TABB: Just want to call a
20 point of clarification.

21 Nolan Tabb, Local 281.

22 I believe Frank Stuglin just said that the
23 80 percent of the interest goes to the General Fund; is
24 that correct?

25 PRESIDENT CURRY: That was correct.

1 DELEGATE NOLAN TABB: So previously he said
2 60 million goes to Organizing. Does that leave
3 20 percent of \$60 million, that goes towards
4 Organizing?

5 PRESIDENT CURRY: Sixty million dollars was a
6 separate piece. And that was the -- it was reported in
7 the interest number. The \$60 million is a hard number
8 that's available to be utilized from the Strike Fund,
9 not necessarily the 60 million is moved to the General
10 Fund in one movement during the course of a Convention
11 cycle.

12 So up to \$60 million pursuant to Article 16
13 can be utilized for the purposes of Organizing.

14 DELEGATE NOLAN TABB: Thank you.

15 PRESIDENT CURRY: Thank you, Delegate.

16 Delegate from Region 8, please stand by.

17 Delegate from Region 1, for and against.

18 Delegate with the white piece of paper,
19 mic 4.

20 UNIDENTIFIED SPEAKER: Hi. I would like to
21 actually request a Point of Information.

22 I think sometimes there can be unintended
23 consequences to certain moves like these. And I would
24 like to offer the opportunity for anybody, maybe
25 perhaps the Secretary-Treasurer, to provide any

1 information, you know, of the repercussions of
2 something like this.

3 PRESIDENT CURRY: Are you asking for a
4 document or asking --

5 UNIDENTIFIED SPEAKER: I am asking if, you
6 know, there could be unintended consequence to these
7 kind of financial changes to the General Fund. And I
8 was wondering if anybody on the Executive Board could
9 speak broadly on any of these --

10 PRESIDENT CURRY: We can actually provide a
11 bullet document later this afternoon.

12 UNIDENTIFIED SPEAKER: Thank you.

13 PRESIDENT CURRY: Thank you. Delegate with
14 the strike paper, mic number 3.

15 DELEGATE MELINDA DOWELL: Morning. I am
16 Melinda Dowell from Region 8, under the leadership --

17 PRESIDENT CURRY: One second, Melinda.

18 Thank you.

19 Delegate in black shirt.

20 DELEGATE JOHN WEYER: All right. Good
21 morning, again. John Weyer, Local 869.

22 I think we need to keep the Strike Fund in
23 the Strike Fund. It's our Strike Fund.

24 (Applause)

25 DELEGATE JOHN WEYER: In 2014, this

1 delegation was asked to increase the dues to protect
2 the Strike Fund and make sure we could pay our striking
3 workers. And the fund was changed to the
4 Strike & Defense Fund.

5 When that happened, the Executive Board was
6 able to start taking from that Strike Fund to use for
7 defense and organizing.

8 I think what we are asking is leave our
9 Strike Fund alone. Keep it for the striking workers.
10 Allow us to pay from day one our striking workers.

11 (Applause)

12 PRESIDENT CURRY: Thank you, Delegate.

13 Now moving to Region 1A, Delegate for and
14 Delegate against in Region 1A.

15 There's a point of order, blue book. Please
16 go to mic number 2.

17 DELEGATE MARCQUES DERBY: Marcques Derby, UAW
18 Local 807, CNH, Region 4, under Director Ron McInroy.

19 I would like to make a friendly amendment to
20 this, if it would be accepted, because I think that we
21 have an obligation to protect our General Fund, as
22 well. And I think that this is a little far-reaching.
23 I support it, but I think it's far-reaching, as well.

24 Eighty-six percent is the number that we got
25 from the Financial Secretary. I heard 80 percent

1 earlier, but it was actually 86. I think we need to be
2 a little bit more calculated with that. Eighty-six
3 percent is a little high, in my opinion. Okay. I am a
4 numbers guy. Maybe we need to do a little bit better.

5 Okay. We see that the General Fund is going
6 up, based on the documents that we were provided at the
7 beginning of this convention. So maybe we need to
8 reevaluate that.

9 So maybe we need to look at a 60/40 split.
10 We can still accomplish goals that we need to.

11 You said December of 2022, we are going to
12 accomplish the two hours dues dollars again.

13 Well, I think that the membership wins with
14 that. We go back down to two hours dues. Everybody
15 wins there.

16 The Strike and Defense Fund goes up.

17 Organizers still manage to be able to
18 organize.

19 The Defense Fund still manages to get what
20 they want.

21 Four hundred dollars a week, that helps
22 members in my membership who are currently on strike
23 right now for the 13th straight week, along with my
24 brothers in 180 over there. We still get our strike
25 money. And the General Fund still gets to go up.

1 So can we just make a friendly amendment that
2 we get a 60/40 split instead of an 86, what, 86/12?

3 PRESIDENT CURRY: Delegate that moved the
4 original motion, would you consider the friendly
5 amendment?

6 Please go to mic 8.

7 DELEGATE JOHN WEYER: Brother, I appreciate
8 the friendly amendment.

9 But I will not accept it. The reason I will
10 not accept it is because we need to balance our General
11 Fund. And if we have issues in the General Fund, we
12 need to put money there directly.

13 Not using the Strike Fund that was opened up
14 previously, that was never able to be used by the
15 Executive Board.

16 Once they opened it up, now it has become a
17 slush fund. And we need to be fully funded in that
18 Strike Fund. And we need to be protected. We don't
19 need to take money out.

20 We have already got a provision that we can
21 take up to 60 million out over this period. And I said
22 60 million, it is not a onetime lump. It's I believe
23 15 million per year up to 60 million over a two
24 convention period.

25 PRESIDENT CURRY: Brother at mic 8, we have

1 rejected the friendly motion.

2 We will proceed with our debate.

3 Friendly motion was rejected.

4 We will now move to Region 8, for and
5 against.

6 We will move back to Region 1A for and
7 against.

8 Orange folder, mic 8.

9 DELEGATE MARK WILLINGHAM: Good afternoon,
10 everybody. Mark Willingham, UAW 723, Region 1A, Laura
11 Dickerson, Dave Pagac.

12 So I am no mathematician. I ain't no
13 investor or nothing like that, but I can read.

14 So what it says here in Section 11 in the
15 Constitution on page 47 under subsection C, it says,
16 "Interest and earnings on investments received."

17 So that means to me, if I invest 400 bucks, I
18 receive interest and make a hundred bucks, and put the
19 four hundred back. I take that other hundred and go do
20 what I got to do.

21 So what that means is the Strike and Defense
22 Fund isn't going down at all. It is actually being
23 replenished, and the actual investment is being used.

24 On top of that, the defense part of it, it
25 says right here clearly under subsection B, B of B, it

1 is for incentives intended to increase UAW membership,
2 strengthen UAW's ability to bargain effectively and/or
3 to promote the interests of the membership and working
4 people generally.

5 We don't want to tamper with that. So I'm
6 against it. Do not add it.

7 Thank you.

8 (Cheers and applause)

9 PRESIDENT CURRY: Thank you, Delegate.
10 Delegate in Region 1A in support?

11 Seeing none, we will now move to Region 8.

12 Delegate at mic number 3 is recognized for
13 Region 8.

14 DELEGATE MELINDA DOWELL: Okay. Thank you.

15 I am Melinda Dowell from Region 8, under the
16 leadership of Ray Curry, home of Region 8 Director
17 Mitchell Smith, along with Assistant Director Tim
18 Smith, Local 862.

19 I oppose the resolution. And it my opinion
20 that the Strike Fund is doing very, very well. We have
21 already heard conversation that it will possibly hit
22 the maximum in December and go back to two hours.

23 We have made changes for our strike pay. We
24 have actually voted on it this morning.

25 So, the arguments that I have is, what

1 happens if you strike while you are organizing? What
2 if I am fired while I'm organizing?

3 I think that we have made changes as a
4 membership as a whole. And we have voted and made our
5 voices be heard. I say we leave it the way it is.

6 That's my opinion. And I appreciate your
7 time.

8 PRESIDENT CURRY: Thank you, Delegate.

9 (Applause)

10 PRESIDENT CURRY: Delegate in Region 8 in
11 support.

12 Delegate with the green folder, please go to
13 mic number 2.

14 DELEGATE NICHOLAS GEISER: Hi. Nick Geiser,
15 UAW 2865.

16 I would like to call the question.

17 (Motion made)

18 PRESIDENT CURRY: Question has been called.

19 Is there support?

20 (Motion supported)

21 PRESIDENT CURRY: All in favor, signify by
22 saying aye.

23 Any opposed?

24 Debate is ended.

25 The ayes have it.

1 (Motion carried)

2 PRESIDENT CURRY: We will now move for the
3 vote.

4 All in favor of accepting the modified
5 resolution that was asked, please stand.

6 The resolution that was brought out as
7 presented by the Delegate, please stand.

8 Point of Information, mic number 4.

9 DELEGATE STEPHANIE RILEY: Thank you.

10 Stephanie Riley, Local 598, Region 1D.

11 I was hoping we could get the information
12 from the Secretary-Treasurer on the repercussions of it
13 before we make a vote.

14 (Applause)

15 PRESIDENT CURRY: We are actually still
16 working on that to be able to provide that information.
17 And as stated earlier, we would be able to provide that
18 information this afternoon.

19 Point of order, mic number 8.

20 I make a motion we table it until we get the
21 information this afternoon.

22 (Motion made)

23 (Applause)

24 (Motion supported)

25 PRESIDENT CURRY: Motion to table as

1 presented.

2 Is there support?

3 All in favor, signify by saying aye.

4 Any opposed?

5 The ayes have it. And it is suspended.

6 (Motion carried)

7 PRESIDENT CURRY: We will revisit this order
8 when the information is provided this afternoon.

9 Please direct your attention to the screen as
10 we see the profile of another UAW member at work this
11 time actually from my home region, from Region 8
12 Director Mitchell Smith's Region, Region 8, Kelsey
13 Bragg, from Local 2164, Bowling Green, Kentucky.

14 (Video played)

15 (Applause)

16 PRESIDENT CURRY: Serving with this
17 International Executive Board, and as the nature of
18 life, a number of them had the great fortune of being
19 able to pursue the retirement piece.

20 At this point, I would like to call up
21 Secretary-Treasurer Stuglin for purposes of a tribute
22 to one of them.

23 Secretary-Treasurer is doing a calculation I
24 am told.

25 It is an honor to read the tribute to

1 retiring Region 4 Director Ron McInroy.

2 (Applause)

3 PRESIDENT CURRY: We, the delegates of the
4 38th Constitutional Convention, welcome this
5 opportunity to give heartfelt thanks to the service
6 that UAW Region 4 Director Ron McInroy has made on
7 behalf of the membership and our families.

8 Director McInroy will be retiring at the end
9 of the year. A poised leader, tough negotiator,
10 devoted community activist, has been a UAW member and a
11 positive force for all of our members.

12 Region 4 includes the north, central, and
13 northwest states of Illinois, Iowa, Nebraska,
14 Wisconsin, Minnesota, North Dakota, South Dakota,
15 Wyoming, Montana, Kansas, Missouri, Oregon, Washington,
16 Idaho, Nevada, Alaska, and Hawaii.

17 UAW members elected him Region 4 Director in
18 June 2010, at the 35th Constitutional Convention,
19 again, in 2014, and again, in June 2018 at the 37th
20 Constitution Convention.

21 Since November 2008 he had served as the
22 Region's Assistant Director.

23 Director McInroy's leadership was bolstered
24 by his hard work and dedication to union values from
25 his early days as a UAW member. He joined the UAW in

1 1979 when he was hired at John Deere Company in
2 Waterloo, Iowa, and became a member of Local 838.

3 A tool grinder by trade, he took interest in
4 serving his Local Union and served on Skilled Trades
5 and Consumer Affairs and Recreation Committees.

6 Ron McInroy was elected steward in 1981, a
7 position he held until being elected Committeeman in
8 1993.

9 In 2000, members elected him Chairman of the
10 John Deere Subcouncil. And he served as a member of
11 the Bargaining Committee for UAW Deere negotiations in
12 2003.

13 Ron McInroy served as a temporary organizer
14 in 2005, under then UAW President Ron Gettelfinger, who
15 recognized his dedication to the labor movement,
16 activism, and talent for organizing workers. And
17 appointed him to International staff assigned as a
18 servicing representative in Iowa.

19 His assignment included his home local, along
20 with Local 242, Local 450, Local 1616, Local 997, Local
21 1024, and one unit of Local 893. He was named
22 Assistant Director of Region 4 in November of 2008.

23 Ron has called serving the membership of UAW
24 Region 4 the honor of a lifetime. He remains proud
25 every time he travels around the region and sees the

1 dedication of UAW members on their job and in their
2 locals.

3 We, the delegates of the 38th Constitutional
4 Convention, welcome this opportunity to recognize the
5 efforts and give heartfelt thanks for the service that
6 UAW Region 4 Director Ron McInroy has made on behalf of
7 our memberships and our families.

8 We will now have a video tribute.

9 (Video played)

10 (Applause)

11 PRESIDENT CURRY: At this time I would like
12 to bring up Region 4 Director Ron McInroy, and also his
13 spouse.

14 (Applause)

15 PRESIDENT CURRY: On behalf of the 38th
16 Constitutional Convention, I would like to present this
17 plaque to you.

18 Reading the plaque's tribute: In recognition
19 of your years of dedicated service to organized labor,
20 social justice, and the UAW, your leadership guided us,
21 your solidarity inspired us. Presented by the 38th
22 Constitutional Convention, July 27, 2022, to Director
23 Ron McInroy.

24 Thank you very much for the opportunity. It
25 is awesome.

1 (Applause)

2 DIRECTOR MCINROY: Thank you very much for
3 after, we're talking.

4 (Applause)

5 PRESIDENT CURRY: I would now like to read a
6 tribute to Region 8 Director, my friend Mitchell Smith.

7 (Applause)

8 PRESIDENT CURRY: We the delegates of the
9 38th Constitutional Convention welcome the opportunity
10 to recognize the efforts and give heartfelt thanks for
11 the service that UAW Region 8 Director Mitchell Smith
12 has made on behalf of our membership and our families.

13 Director Smith has long been a key figure in
14 UAW organizing drives throughout the South, will retire
15 at the end of the year.

16 **A fighter for all members and tens of**
17 **thousands of workers who want UAW representation, Smith**
18 **was elected Region 8's Director at the 37th**
19 **Constitutional Convention in June 2018.**

20 **Region 8 covers the southern states west of**
21 **the Pacific Ocean including Tennessee, Kentucky,**
22 **Virginia, West Virginia, North Carolina, South**
23 **Carolina, Mississippi, Alabama, Georgia, Florida, the**
24 **District of Columbia, Maryland, Delaware, Arkansas,**
25 **Texas, Louisiana, New Mexico, Arizona, Colorado,**

1 Oklahoma, Utah, California, and four counties of
2 Southern Pennsylvania, Franklin, Cumberland, Adams and
3 York.

4 There's no doubt the impact Smith has made on
5 thousands of workers and progressive causes in the
6 United States.

7 He also leaves his mark by diligently and
8 consistently denouncing transnational companies that
9 fiercely deny U.S. workers the right to organize or
10 have the same rights as companies of Ford workers and
11 other workplaces throughout the world.

12 Smith joined the UAW in January of 1986, when
13 he was hired in at Ford Motor Company's Atlanta plant,
14 as a maintenance election, and joined Local 882.

15 While at the now closed Local, or now closed
16 location, Smith served in various positions, including
17 resolutions, committee chair, a member of the
18 International Skilled Trades Advisory Committee, and a
19 member of subcouncil number 2 and subcouncil number 3.

20 From 1987 to 1999 co-workers elected him a
21 member of the Skilled Trades Committee, and later as a
22 member of the unit Bargaining Committee.

23 From 2002 to 2005, his fellow union members
24 elected him building chairperson.

25 In 2005, then-UAW President Ron Gettelfinger

1 appointed Smith an International Representative and
2 assigned him to Region 8.

3 His work included service in various local
4 unions throughout the South.

5 Smith, a passionate social activist, has long
6 been involved in numerous UAW organizing drives, and
7 will go on to serve as Assistant Director of the
8 Union's Transnational Department, which services and
9 assists employees working at Japanese, South Korean,
10 and German original equipment manufacturers and German
11 parts suppliers in the U.S.

12 Smith has also helped working families by
13 supporting various democratic campaigns in Georgia,
14 which prioritized workplace issues.

15 All outside of his UAW activism, Smith has
16 coached cross country track and field for New Creation
17 Center for Independent Studies in McDonough, Georgia.

18 From 2000 to 2010 he volunteered for Soup
19 Kitchen of Jesus Life Ministries in Atlanta.

20 Director Smith is also a lay pastor for Grace
21 Community Fellowship Church.

22 Brother Smith, we, the delegates of the 38th
23 Constitutional Convention, wish to extend our gratitude
24 and thanks for your tireless dedication, commitment,
25 and leadership.

1 **At this time roll the video and direct your**
2 **attention to the screen.**

3 (Video played)

4 (Applause)

5 PRESIDENT CURRY: I would now like to bring
6 up Director Mitchell Smith, and also his spouse
7 Charlene Smith.

8 (Applause)

9 PRESIDENT CURRY: Director Mitchell Smith, in
10 recognition of your years of dedicated service to
11 organized labor, social justice, and the UAW, your
12 leadership guided us, your solidarity inspired us.
13 Presented by the 38th Constitutional Convention,
14 July 27, 2002.

15 (Cheers and applause)

16 DIRECTOR SMITH: Thank you, President Ray
17 Curry.

18 Thank you for being my -- hold on,
19 Sunshine -- my mentor. And I would only say this.
20 Leave it better than you found it.

21 Thank you.

22 God bless you.

23 (Cheers and applause)

24 PRESIDENT CURRY: Thank you again, Director
25 Smith.

1 I am now honored that I'd like to call up
2 Vice President Terry Dittes to read a retiring tribute
3 to Region 9 Director Jeff Binz.

4 (Applause)

5 VICE PRESIDENT DITTES: Thank you, President
6 Curry.

7 I have the important task of reading the
8 tribute to my friend, my brother, and my Regional
9 Director, Jeff Binz.

10 We, the delegates, of the 38th UAW
11 Constitutional Convention, welcome the opportunity to
12 recognize the efforts and give heartfelt thanks for the
13 service that UAW Region 9 Director Jeff Binz has made
14 on behalf of our membership and their families.

15 Jeff was elected Regional Director in 2018,
16 at a Special Convention in January of 2018 in Buffalo,
17 New York, serving the remainder term of former Director
18 Terry Dittes, who was elected as a UAW Vice President
19 earlier that month.

20 Jeff was reelected to serve his first full
21 term as Regional Director at the Union's 37th
22 Constitutional Convention right here in June of 2018.

23 Region 9 includes Western and Central New
24 York, New Jersey, and Pennsylvania, excluding the
25 counties of Franklin, Cumberland, Adams, and York.

1 His outstanding labor activism began early.
2 Born and raised in a UAW family, his mother Laura was a
3 press operator. And his father, Claud, a millwright at
4 the General Motors Trenton Fisher Body plant,
5 represented by UAW Local 731.

6 Jeff became a member in 1976 when he hired in
7 at the Fisher Body Trenton plant. And Jeff knew the
8 value of a UAW card. And he became involved in his
9 Local Union, serving as an Executive Board Member at
10 large from 1978 to 1981. Jeff was a committee person
11 from 1981 to 1987, and served on the Shop Committee of
12 Local 731 from 1987 to 1990.

13 Jeff was later elected as Local 731's
14 President and served from 1990 until 2000. From 1990,
15 to 1996, he was also elected as the Region 9 New Jersey
16 Community Action Program Council Vice President.

17 From 1996 to 2000, he served as the Region's
18 CAP Council Financial Secretary.

19 In 2000, as recommended by then Director
20 Gerry Oshinska, Jeff was appointed by UAW President
21 Steven P. Yokich, who recognized Jeff's talents, his
22 work ethic, and his concern for his union brothers and
23 sisters. And appointed him to the International staff
24 and assigned him to our region, Region 9.

25 His leadership has included positions as the

1 Region's National CAP Representative, Region 9 Retiree
2 Director, and Region 9 New Jersey area Director.

3 Jeff, whose original Local has closed, is now
4 a dues-paying member of Local 774 in Buffalo, New York.

5 Jeff has been involved in the community
6 beyond his UAW service. His involvement includes being
7 a member of the Executive Board of the Mercer County
8 AFL-CIO, as a Vice President of the Pennsylvania
9 AFL-CIO, and a member of the Knights of Columbus, a
10 Trustee of the Delaware Valley United Way, and a
11 Director of Community Service for the Knights of
12 Columbus in Hamilton, New Jersey.

13 He also serves on the Board of the Workforce
14 Development in Albany New York.

15 Jeff we wish to extend our heartfelt thanks
16 for your dedication, commitment, and leadership. You
17 have made a positive impact on the UAW and the Labor
18 movement. You have achieved so much for working
19 families, UAW members, and our retirees.

20 We know you will continue to work tirelessly
21 and continue to be a union activist in your retirement.

22 We wish you, your wife Debby, your daughter
23 Victoria, many glorious years in retirement.

24 We now have a video for you.

25 (Video played)

1 (Cheers and applause)

2 VICE PRESIDENT DITTES: Jeff, come on up
3 here, Jeff. Debby, Victoria. Come on in. Come on in.
4 Get close. You're family. We will get close.

5 Jeff on behalf of the 38th UAW Constitutional
6 Convention, I would like to present to you this plaque.

7 (Applause)

8 DIRECTOR BINZ: Thank you, dear.

9 (Cheers and applause)

10 VICE PRESIDENT BINZ: I would like to thank
11 Region 9 for all the support they have given me
12 throughout the years.

13 And I also would like to thank the retirees
14 that I really enjoyed working with. And I truly do
15 love the retirees.

16 And I also would like to thank everybody that
17 I have met, through all regions and all different parts
18 of our staff. I truly appreciate the years I spent
19 with you. Thank you.

20 (Applause)

21 PRESIDENT CURRY: Thank you, Vice President
22 Binz, and thank you, Vice President Dittes.

23 I would now like to call up Vice President
24 Browning for an additional tribute.

25 VICE PRESIDENT BROWNING: Thank you,

1 President Curry.

2 This one is going to be tough.

3 It is my great pleasure and honor to read the
4 tribute to my very dear friend, Vice President Terry
5 Dittes.

6 (Applause)

7 VICE PRESIDENT BROWNING: We, the delegates
8 to the 38th UAW Constitutional Convention, welcome the
9 opportunity to give heartfelt thanks for the service
10 that UAW Vice President Terry Dittes has made on behalf
11 of our membership and our families.

12 Vice President Dittes will always be
13 remembered for his tenacious and skilled leadership
14 that helped UAW members at General Motors through the
15 2019 historic 40-day strike that won numerous gains for
16 the rank and file.

17 (Applause)

18 VICE PRESIDENT BROWNING: Brother Dittes'
19 career as a UAW activist began at the Fisher Body plant
20 in Trenton, New Jersey in 1978, when he became a member
21 of Local 731.

22 Two years later, he would transfer to the
23 General Motors parts facility in Bensalem,
24 Pennsylvania, and become a member of Amalgamated
25 Local 585. He later became a member of Local 2177 when

1 his unit received a UAW charter as a Local.

2 His faith in the Labor movement led him to
3 become involved early on in his long career of labor
4 activism.

5 Terry Dittes was elected as an alternate
6 Committee Person in 1985 at Local 2177, Committee
7 Person in 1986, and 1989. And Chair of the Shop
8 Committee in 1992 for three consecutive terms.

9 UAW President Steven P. Yokich, at the
10 request of Region 9 Director Gerry Oshinska, in 1999
11 appointed Dittes as an International Representative and
12 assigned him to the Region 9 servicing staff.

13 He was named Assistant Director of the UAW
14 Gaming Department in 2012. A year later, he would be
15 appointed as Assistant Director of the region.

16 Terry was elected Director of Region 9
17 following a Special Election in Buffalo, New York in
18 March of 2014, and won a third term as Director at the
19 UAW's 36th Constitutional Convention three months
20 later.

21 Dittes was elected a UAW Vice President at
22 the 37th UAW Constitutional Convention in 2018. Over
23 the last four years, Terry has directed the FCA,
24 Agricultural Implement, Heavy Truck, General Dynamics,
25 Gaming, and General Motors departments.

1 While his career has many highlights, it was
2 during the 2019 General Motors strike that Dittes'
3 reputation for hard bargaining was cemented.

4 The contract that was won had significant
5 wage increases and lump sums, protected healthcare and
6 retirement security, and won temporary workers a path
7 to full-time employment, among other gains.

8 This strike is about us, Dittes told NPR, in
9 2019. It is about standing up for fair wages, for
10 affordable, quality healthcare, for our share of
11 profits, and for our job security.

12 Brother Dittes, we wish to extend our
13 gratitude and thanks for your tireless dedication,
14 commitment, compassion and leadership.

15 You, my friend, have made a positive impact
16 on the UAW and the Labor movement. We thank you for
17 your many contributions, because they have improved so
18 many lives, in so many ways.

19 At this point, if you could please direct
20 your attention to the screen for a video tribute to
21 Terry.

22 (Video played)

23 VICE PRESIDENT BROWNING: My buddy Terry
24 Dittes, Vice President. Please come to the podium.
25 And bring your wonderful wife, Gail.

1 (Cheers and applause)

2 VICE PRESIDENT BROWNING: On behalf of the
3 38th UAW Constitutional Convention, I would like to
4 present you with this plaque. And the plaque says,
5 "Terry Dittes, Vice President. In recognition of your
6 years of dedicated service to organized labor, social
7 justice, and the UAW, your leadership guided us, your
8 solidarity inspired us. Presented by the 38th UAW
9 Constitutional Convention, on this day, July 27, 2022."

10 Terry Dittes.

11 (Cheers and applause)

12 VICE PRESIDENT DITTES: Brothers and sisters,
13 I just want you to know it has been an honor and a
14 privilege to serve this great membership.

15 May God bless you, and may God bless our
16 Union.

17 Thank you.

18 (Applause)

19 PRESIDENT CURRY: Thank you, Chuck. And
20 thank you, Terry.

21 I would now like to call up Region 9A
22 Director Beverly Brakeman to read a tribute for our
23 sister, Vice President Cindy Estrada.

24 (Applause)

25 DIRECTOR BRAKEMAN: Good afternoon, UAW.

1 Hello, delegates and guests.

2 I am so honored to read this tribute to my
3 friend and my comrade, Vice President Cindy Estrada.

4 We, the delegates to the 38th UAW
5 Constitutional Convention welcome the opportunity to
6 recognize the efforts of and give heartfelt thanks for
7 the service that UAW Vice President Cindy Estrada has
8 made on behalf of our membership and our families.

9 Sister Estrada, the Cindy Estrada, is the
10 UAW's first Latina to serve as Vice President, and
11 built a reputation as a tireless organizer.

12 (Applause)

13 DIRECTOR BRAKEMAN: Vice President Estrada
14 will complete her third fourth term term as a UAW Vice
15 President, and currently leads the unit Stellantis,
16 Transnational, EV, Organizing, Higher Education, and
17 Women's departments.

18 She leaves her mark as having assembled a
19 multidisciplinary team to develop a comprehensive
20 strategy for the electric vehicle transition. And
21 strategies that will affect existing and future UAW
22 members through bargaining and organizing.

23 Estrada had planned to become a teacher after
24 she earned a Bachelor's degree in Education from the
25 University of Michigan.

1 But an intern with the United Farm Workers
2 shed a light on the plight of workers who did not have
3 a voice.

4 She would dedicate her entire working career
5 to helping workers who simply wanted to provide as best
6 they could for their families.

7 Estrada started in the UAW as a temporary
8 organizer in Region 1A, winning representation
9 elections at a number of auto parts suppliers.

10 She was instrumental in organizing workers at
11 Mexican Industries in Detroit in 1995, resulting in one
12 of the UAW's largest victories among Spanish-speaking
13 manufacturing workers.

14 UAW president Stephen Yokich appointed her to
15 the organizing staff in 2000.

16 UAW President Ron Gettelfinger would elevate
17 Estrada as the Director of the National Organizing
18 Department in 2008.

19 She was first elected to UAW Vice President
20 in 2010, and assigned to direct the Union's UAW
21 Independent Parts and Supplier Competitive Shop
22 Department, the Public Sector and Healthcare Servicing
23 Department, and the UAW Women's Department.

24 As the lead negotiator for the public sector,
25 supervised bargaining for over 17,000 UAW State workers

1 in Michigan. Also, she was the lead negotiator for the
2 Michigan Coalition of State Employees Union, providing
3 historic agreements that protected health care. Fought
4 privatization, and provided workplace democracy for
5 more than 35,000 State employees.

6 As Director of UAW Independent Parts and
7 Suppliers Competitive Shop Department, Estrada proudly
8 honored the reason Walter Reuther urged the department
9 to establish it in 1968, to use the UAW's parts workers
10 density to establish minimum industry-wide compensation
11 standards in IPS contracts. This resulted in
12 breakthrough agreements in seating and other major auto
13 component part industries.

14 Four years later, she became the first woman
15 and the first Latina to lead the Union's General Motors
16 Department.

17 In 2018, she would go on to lead the Union
18 Stellantis, formerly FCA USA Department.

19 Having worked at Impressions in Taylor,
20 Michigan, Estrada is a proud member of Local 174,
21 Walter Reuther's home Local.

22 Sister Estrada always says she took a lot of
23 inspiration from workers who, against great odds and
24 facing tremendous risks, would stand up to the powerful
25 and the privileged.

1 It is also clear that thousands of workers
2 have taken a lot of inspiration from our comrade, Cindy
3 Estrada, who displayed great passion and skill in
4 helping them win democracy in the workplace.

5 You have achieved so much, and we are
6 thankful for your contributions, because they have
7 improved so many lives in so many ways.

8 And now, a video of Cindy.

9 (Video played)

10 (Cheers and applause)

11 DIRECTOR BRAKEMAN: Cindy, and Jessie, and
12 Matt, on behalf of the 38th UAW Constitutional
13 Convention, I would like to present to you this plaque.

14 In recognition of your years of dedicated
15 service to organized labor, social justice and the UAW,
16 your leadership guided us, your solidarity inspired us.
17 Presented by the 38th UAW Constitutional Convention.

18 VICE PRESIDENT ESTRADA: Thank you.

19 (Cheers and applause)

20 VICE PRESIDENT ESTRADA: Thank you very much.
21 I want to just point out, I had a brief moment because
22 my late husband really inspired me to do what I do.

23 And I want to thank all of you. It is an
24 honor to serve this union. And I want to especially
25 thank the staff that I worked with over the years,

1 because I think the things that was read in my bio that
2 we accomplished was due to their hard work and
3 dedication and the support that they gave throughout my
4 time in the UAW.

5 And I especially want to thank my son, my
6 other son is not here because he is probably sleeping,
7 because he is 19, and he stayed out too late. But I
8 want to thank them for putting up with and supporting
9 me as I did the work of this great union for this great
10 membership.

11 So thank you so much for this opportunity and
12 honor. Thank you.

13 (Cheers and applause)

14 PRESIDENT CURRY: In addition to the five
15 retirements that you have heard, we have two IEB
16 members that retired earlier.

17 First Vice President Gerald Kariem, please
18 direct your attention to the screen. Roll the video.

19 (Video played)

20 (Cheers and applause)

21 PRESIDENT CURRY: We are very fortunate to
22 have Gerald join us this week. Gerald, if you would
23 come forward.

24 (Applause)

25 PRESIDENT CURRY: Gerald, on behalf of the

1 38th UAW Constitutional Convention, I would like to
2 present this plaque to you in recognition of your years
3 of service dedicated to this International Union,
4 organized labor, social justice, and the UAW, your
5 leadership guided, your solidarity inspired us.
6 Presented by the 38th Constitutional Convention
7 July 27, 2022.

8 RETIRED DIRECTOR GERALD KARIEM: Thank you.
9 (Cheers and applause)

10 RETIRED DIRECTOR GERALD KARIEM: What a
11 surprise. Thank you very much. I am just grateful and
12 thankful to be able to serve this great union, and
13 serve these great members and staff.

14 Thank you. God bless UAW.

15 PRESIDENT CURRY: Finally, let's watch a
16 tribute to my friend President Rory Gamble.

17 Roll the video.

18 (Video played)

19 (Cheers and applause)

20 PRESIDENT CURRY: UAW delegates, we are
21 fortunate to have Rory join us this week. Rory and
22 your family, come on down.

23 (Cheers and applause)

24 PRESIDENT CURRY: Rory, for your compassion
25 for all members and enduring commitment to this

1 International Union, presented at the 38th UAW
2 Constitutional Convention July 27, 2022.

3 PRESIDENT GAMBLE: Thank you, thank you.
4 Thank you so much. Thank you.

5 First I want to thank the members who took a
6 poor black kid from Southwest Detroit, from the floor
7 of the Ford Dearborn Frame Plant hanging frame rails,
8 all the way to the office of the President of the
9 United Autoworkers.

10 (Cheers and applause)

11 PRESIDENT GAMBLE: Thank you. And if anyone,
12 if anyone questions the greatness of this union, you
13 can use that description, because in a time of so many
14 cultural biases, the UAW constantly goes against the
15 grain and shows that recognizing diversity works.

16 (Applause)

17 PRESIDENT GAMBLE: I have my family here with
18 me. I want to introduce my son, Rory, Junior, works at
19 FCA Stellantis; my two daughters, Rahshidah and Rashaun
20 who work for the Wayne County Sheriff's Office.

21 (Applause)

22 PRESIDENT GAMBLE: And to all the fellas that
23 shoot better than me, and my fiancée Bridget, who has
24 been taking care of me.

25 I am going to be real brief here because I

1 know you guys got a lot of business. But I heard the
2 Governor talking about her husband and the Labor
3 Secretary said his wife laid out his tie. Well, my
4 fiancée, I got two suits like this, and she laid out
5 the jacket to one and the pants to the other.

6 (Laughter)

7 (Cheers and applause)

8 PRESIDENT GAMBLE: So I want to ask the
9 members, should I keep her?

10 Thank you, UAW, God bless you.

11 I want say hi to my President, and my Local
12 600 President Bernie Ricke. I love you, to my
13 Executive Board. I love you guys. President Curry,
14 God bless you. And to you, you beautiful UAW brothers
15 and sisters, God bless you.

16 (Cheers and applause)

17 PRESIDENT CURRY: Thank you again, President
18 Rory Gamble.

19 (Applause)

20 PRESIDENT CURRY: I would now like to call up
21 Todd Dunn, Chairperson of our Resolutions Committee,
22 but also the President of Local 862, to present a
23 resolution.

24 Point of order. Right here in first row.
25 Let's go to mic number 3.

1 RETIREE CHAIRPERSON RUSSELL FLYNN:

2 Mr. President, I have heard so many points of order
3 this week, I almost forgot how to say it.

4 But I couldn't leave without going back to
5 our Region Director, Mitchell Smith. Him coming out of
6 my home Local, I can't say enough about how much he has
7 done for our Local Union, this Union as a whole. We
8 talk about this Union being corrupt. Before all this
9 took place, this was noted as the best run union in the
10 whole country.

11 (Applause)

12 RETIREE CHAIRPERSON RUSSELL FLYNN: Everybody
13 that comes here this week, and talks about this great
14 union, they better do some rethinking. Because we,
15 even though we have had a lot of people to leave that
16 did a lot for this Union, we have had a few people that
17 puts their hand in the cookie jar, and they are paying
18 for it.

19 So let's quit saying this Union is corrupt.
20 It's not corrupt.

21 (Cheers and applause)

22 RETIREE CHAIRPERSON RUSSELL FLYNN: I have
23 been a member of this Local of this Union for over 50
24 years. So I would like to say I am going to keep
25 coming back. But I love this union. I love everybody

1 in it. And I don't plan on, even though I have been
2 retired, I'm Chairman of the Retirees's Chapter, we all
3 need to go back and tell our members to get out and
4 vote for the people that we have nominated here, are
5 going to nominate, and let this Union take its course,
6 continue the fight. And we will survive. Believe me.
7 Thank you.

8 PRESIDENT CURRY: Thank you, Delegate.

9 (Cheers and applause)

10 PRESIDENT CURRY: Now Todd Dunn.

11 Point of order, second row here, mic
12 number 2.

13 DELEGATE JOHN PENA: Good afternoon, brothers
14 and sisters. John Pena, UAW Local 94, out of Region 4,
15 under the wise direction of Director Ron McInroy and
16 Assistant Director Brad Dutcher.

17 I would like to make a motion to suspend all
18 videos and guest speakers until after the business of
19 all the resolutions is done.

20 Thank you.

21 (Motion made)

22 (Applause)

23 PRESIDENT CURRY: Is there support?

24 (Motion supported)

25 PRESIDENT CURRY: Point of Information,

1 there's two current resolutions that will complete
2 things in order in less than five minutes.

3 The Chair would ask for a friendly amendment.

4 DELEGATE JOHN PENA: I accept your friendly
5 amendment.

6 PRESIDENT CURRY: Thank you.

7 Todd Dunn, please come forward.

8 Point of order. Blue book that's waving.

9 Mic number 6.

10 DELEGATE SCOTT MCALLISTER: My name is Scott
11 McAllister, President of Local 5286, under the
12 leadership of Mitch Smith and Tim Smith.

13 I have to say that I have had some great
14 leaders in my life that's shown me a better way to do
15 things.

16 But I would like to ask for a motion that we
17 suspend all other amendments to resolutions until we
18 have heard the resolutions. Or at least suspend any
19 future resolutions except for the amendments that we
20 are being presented with.

21 (Motion made)

22 PRESIDENT CURRY: Is there support?

23 (Motion supported)

24 PRESIDENT CURRY: Modification on the rules
25 is going to require two-thirds vote for that to take

1 place.

2 So we are going to get the auditors back
3 involved again. If the auditors would come forward.

4 All in favor with the motion to suspend any
5 additional amendments before the current resolutions
6 are presented, please stand, if you are in favor of
7 that motion.

8 It is defeated. There is 42 only in support.
9 That's clearly not going to meet the threshold for the
10 two-thirds requirement.

11 We will go back to the friendly amendment
12 that was proposed to suspend any other future videos,
13 tributes, and others of the like.

14 We are going to complete the next two only.

15 All in favor of that proceeding, please say
16 aye. I mean please stand for aye. Please stand and
17 have your hands shown.

18 This is clear, the majority. Auditors will
19 not count, we will proceed.

20 All videos are now suspended.

21 (Motion carried)

22 PRESIDENT CURRY: We will move forward and we
23 will have the two resolutions that remain to be
24 presented, Todd Dunn.

25 And Bernie Ricke, be on standby.

1 Please come forward to mic number 3.

2 DELEGATE TODD DUNN: I am going to go. I am
3 not asking for permission.

4 My Chair is right behind me. And I am very
5 proud to be under his leadership.

6 But I will say this, something I want to say
7 on behalf. I am Todd Dunn, President of Local 863.
8 One of the proudest UAW members in the world. And I
9 honor everybody I represent. And I hope I can
10 represent somebody else that will teach me something.

11 But I do want to lift up every single person
12 that's on every committee, every staff that's helped
13 us, every national department representative that's
14 helped us, because it's a lot of work. But it's not a
15 lot of work to come here and just do it. It is a lot
16 of work to come here and own it. And we bring that
17 conviction and that aptitude and the wherewithal and we
18 take it in the pathway that's nothing but for our
19 membership.

20 I learned from a retiree, when we were
21 speaking, said something. So I want to tell you what I
22 learned this week. Okay. What I learned last week.
23 And the week before. And if you give me 30 seconds,
24 please stand up. Everybody, please stand up. That
25 includes everybody up here on the dais, with all due

1 respect. And my Brother Rory Gamble, one of my besties
2 in the world. He taught me a lot about what I am going
3 to show you.

4 Look to the person to the left of you, behind
5 you, or the right of you, just grab their hand. Give
6 you two seconds. And repeat after me. And look at
7 them in the eye. Look at them in the eye, without
8 judgment.

9 Now, if any of you all did this last night
10 and you were drinking, and the opposite sex or same sex
11 or any sex, it don't matter, you all might see each
12 other again right now.

13 But look at them and be serious and bring
14 them down. Look at them in their eye. Left or right
15 or behind.

16 As long as you and I have solidarity, that
17 unity and solidarity is unbreakable.

18 See, the same way we vote.

19 Thank you. That's it. It is real simple.
20 Simplify it.

21 (Applause)

22 DELEGATE TODD DUNN: A little homework. If I
23 confused you, then I achieved what I was supposed to
24 do.

25 Thank you, Mom.

1 All right. So I want to speak on behalf of
2 supporting our troops, and honoring our veterans. And
3 I am so -- I am going to stop and talk about Ron
4 Gettlefinger first, because I got too far ahead of
5 myself.

6 Thank you, President Curry.

7 It is my great honor to present this
8 resolution before the delegates to the 38th UAW
9 Constitutional Convention.

10 Ron Gettelfinger has served our union with
11 honor and integrity through many years of exemplary
12 service. Ron Gettelfinger has inspired and uplifted us
13 all by his generous spirit, unwavering encouragement,
14 and steadfast perseverance.

15 Throughout his distinguished career, he has
16 remained keenly focused on the well-being of our
17 members and the stability of our Union.

18 Therefore, we are proud and honored to bestow
19 upon him the title of President Emeritus of the UAW.

20 (Cheers and applause)

21 (Motion made)

22 PRESIDENT CURRY: You have heard the
23 presented motion.

24 Is there a second?

25 (Motion supported)

1 PRESIDENT CURRY: All in favor, signify by
2 raising your hand.

3 Any opposed?

4 Ayes have it. And the motion of President
5 Emeritus status is granted to President Ron
6 Gettelfinger.

7 (Motion carried)

8 (Applause)

9 PRESIDENT RON GETTLEFINGER: Thank you very
10 much, to President Curry and the International
11 Executive Board, the staff, and more importantly, all
12 of you. Thank you for this honor.

13 I love the UAW. I have always loved the UAW.
14 And it's important to always remember to have union in
15 your heart, because that's what makes us a great union.

16 (Applause)

17 PRESIDENT RON GETTLEFINGER: So thank you.
18 Thank you. God bless each and every one of you. And
19 God bless the UAW.

20 (Cheers and applause)

21 PRESIDENT CURRY: Thank you, Todd.

22 And thank you, President Emeritus Ron
23 Gettelfinger.

24 I would now like to call to the podium Bernie
25 Ricke from Local 600 to present a President Emeritus

1 status to President Rory Gamble.

2 (Applause)

3 BERNIE RICKE: I guess it's good afternoon.

4 Thank you, President Curry.

5 I am proud and honored to stand before the
6 delegates of the 38th UAW Constitutional Convention and
7 present this resolution.

8 We, the delegates of the 38th Constitutional
9 Convention, wish to extend our greatest appreciation to
10 Rory Gamble for his inspiration and leadership to the
11 members of the UAW.

12 Rory Gamble has served our union with grace,
13 resolve and determination. Through many years of
14 commendable service, Rory Gamble set an example as a
15 trailblazer, a courageous leader, an unbendable social
16 activist.

17 Throughout his long historic career, Rory
18 Gamble has remained fiercely committed to the mission
19 and values of the UAW, has led with conviction,
20 solidarity, and unwavering devotion to the men and
21 women of our great union.

22 On a personal note, Rory and I go back at
23 least 40 years. I had the privilege to serve, well, as
24 a committeeman about the same time, we served on staff
25 at Local 600, officers together.

1 And on a personal note I just want to say on
2 behalf of myself and all the members and retirees at
3 Local 600, we are very proud of Rory. And we love you.

4 (Applause)

5 BERNIE RICKE: Therefore, we are proud and
6 honored to bestow upon him the title of President
7 Emeritus of the UAW.

8 PRESIDENT CURRY: You have heard the motion,
9 is there a second?

10 All in favor, signify by raising your hands.

11 Any opposed?

12 The ayes have it and it is so ordered for the
13 Presidential Emeritus status for President Rory Gamble.

14 (Motion supported and carried)

15 (Cheers and applause)

16 PRESIDENT EMERITUS RORY GAMBLE: Wow, you
17 guys are -- you guys are too kind, too kind.

18 I just want to say, I've been knowing Bernie,
19 man, 40 -- how many? Man, you was a little weak
20 because you don't want to tell it. It's like 40
21 something years.

22 Yeah, when I met him, he had a head full of
23 black hair and I had a head full of black Jheri curls.
24 That's how long. But, thank you so much.

25 It's a God given gift to work with brothers

1 and sisters like you. Brothers and sisters who
2 struggle every day, facing the same challenges. And we
3 all have the same goals, to raise our families with
4 pride and dignity, and to be able to provide for them.

5 That's the goal and the promise of the UAW.

6 Thank you.

7 (Cheers and applause)

8 PRESIDENT CURRY: Thank you, again, Todd.
9 Thank you, Bernie. And thank you, President Emeritus
10 Rory Gamble.

11 (Applause)

12 PRESIDENT CURRY: Thanks again, for all of
13 your work for a lifetime of labor, and having given to
14 this movement.

15 It is my privilege now, to call up Vice
16 President Terry Dittes for the purposes of nominations
17 and chairing the nomination of officers.

18 VICE PRESIDENT DITTES: Thank you, President
19 Curry.

20 I will start by announcing our afternoon
21 Timekeepers.

22 From Region 4, Local 710, Jeffrey Schweedler.

23 (Applause)

24 VICE PRESIDENT DITTES: From Region 1D, Local
25 362, Jason Vanbocxlaer.

1 (Applause)

2 VICE PRESIDENT DITTES: And today's Alternate
3 Timekeeper is from Region 2B, Local 1050, Mark Mohn.

4 (Applause)

5 VICE PRESIDENT DITTES: I would now like to
6 call up Clarence Brown, Chairperson of the Rules
7 Committee for their final report.

8 RULES COMMITTEE CHAIRPERSON CLARENCE BROWN:
9 Chairperson, sisters and brothers, my name is Clarence
10 E. Brown, C.B. I am the Chairperson of the Rules
11 Committee, and I am from the great UAW Local 31, Region
12 4, home of Regional Director Ron McInroy and Assistant
13 Director Brad Dutcher.

14 I would like to thank all members of the
15 Rules Committee for their diligence and hard work.

16 Also, Ms. Terriea Martin, administrative
17 assistance to the president, and Ms. Debbie Simpson,
18 clerical staff, who did a fantastic job of guiding us
19 from the beginning to the end as the Rules Committee

20 At this time, I would like to give the final
21 report of the Rules Committee. This report was
22 compiled to be presented prior to nomination of all
23 International Union Officers, and the nomination and
24 election of UAW Trustees.

25 Nomination for the Office of International

1 President, Secretary-Treasurer, Vice President, and two
2 Trustees shall take place today during this session in
3 this afternoon, on the third day of the convention,
4 Wednesday, July 27, 2022.

5 Following the completion of each office,
6 nominees shall be polled in reverse order of nomination
7 for acceptance or declination speeches.

8 Nominations for the Regional Directors shall
9 take place today, as well, in the designated director
10 breakout rooms, this afternoon, on today, Wednesday,
11 July 27, 2022.

12 Following the nomination of officers, two
13 Trustees shall be elected via roll call vote. And any
14 subsequent run-off election necessary, shall be
15 conducted in the same manner.

16 The Rules Committee discussed the use of roll
17 call voting. It was unanimously recommendation [sic]
18 of the Rules Committee that there is voting by roll
19 call, the following rules shall apply.

20 1. If a local union is all one mind, it is
21 authorized to cast a block vote unless challenged by a
22 member of the delegation of that local union.

23 In such an event, the person challenging must
24 cast an individual vote, and the rest of the local
25 union may vote as it wishes, in a partial block or

1 individually.

2 2. Once a roll call vote has begun, it will
3 not be cancelled or suspended until a candidate has
4 reached at least a majority of the vote.

5 At that time, they -- any delegates who
6 wishes to report his or her opposition to the candidate
7 declared elected for Trustees, can have the opposition
8 put on the record so there is no question as to where
9 they stood.

10 Chairperson on behalf of the Rules Committee,
11 I move to adopt -- adoption of these rules of this
12 report.

13 Thank you.

14 And I'd like to say before I give it back to
15 the Chair, we've had a lot of questions about this, we
16 don't know and we don't do know that and we don't know
17 this, you've gotten some answers, but there's one thing
18 you can count on I'm gone give you, you can take home
19 with you for the rest of your life.

20 My name is Clarence E. Brown, I'm C.B., and I
21 am UAW for the rest of my life.

22 (Applause)

23 VICE PRESIDENT DITTES: You have now heard
24 the final rules report of the Rules Committee, and they
25 have moved that we adopt their report. Is there a

1 second? Support. There is support.

2 (Motion made and supported)

3 VICE PRESIDENT DITTES: All those in favor,
4 signify by raising your hand.

5 All those opposed, raise your hand. The ayes
6 have it. Motion -- report is now approved.

7 (Motion carried)

8 VICE PRESIDENT DITTES: And we're going to
9 discharge the Rules Committee at this point.

10 Thank you for your service, we appreciate it.

11 (Applause)

12 VICE PRESIDENT DITTES: Thank you.

13 I have a great honor of chairing the
14 nominations of officers to the UAW International
15 Executive Board, as well as the nominations for the
16 election of the Trustees.

17 As a reminder, nominating speeches are
18 limited to the five minutes. No exceptions. No
19 defamatory speeches. And no more than two nominations
20 per candidate.

21 Note that a candidate may only run for one
22 IEB position. Therefore, if you attempt to nominate a
23 candidate who has already accepted a nomination to a
24 different position, you will be ruled out of order and
25 asked to sit down.

1 We also -- the two nominations, the same
2 rules apply, you will be ruled out of order.

3 Delegates are the only ones allowed to
4 nominate. And we are going to go around -- around the
5 entire facility and we're going to start in one section
6 and go all the way around.

7 And when I call your region, if you have a
8 nomination, you are to stand in place. The
9 Sergeant-At-Arms will alert us and will tell you what
10 mic to go to nominate your candidate. Okay?

11 One other note. I was going to do this when
12 the candidates accepted, but when we get to the part
13 where everybody gets their names in, and their chance
14 to accept, the candidates, when accepting, can only say
15 yes or no. The delegates nominating are free, for
16 their five minutes, to say what they want to say. So
17 just wanted to clarify that.

18 So I am going to open nominations for the
19 Office of President. And I'm going to start right over
20 here in Region 1D. And I will go up and down the hall,
21 and I will end with Region 9A so we can have complete
22 -- everyone gets an opportunity, all right?

23 You must be seated until acknowledged and
24 brought to the microphone.

25 So now, the Office of President. In Region

1 1D, if you have a nomination for the Office of
2 President, please stand.

3 The Brother in the second row, red shirt like
4 everybody else, mic 4, please.

5 UNIDENTIFIED DELEGATE: The three delegates
6 from Local 167 are proud to nominate Ray Curry for
7 president.

8 (Applause)

9 VICE PRESIDENT DITTES: Thank you, Brother.
10 Are there any other nominations in Region 1D?
11 I see someone with their hand up. Is that a
12 nomination? Please come to mic 4.

13 UNIDENTIFIED DELEGATE: Are we supposed to
14 announce our names and our locals and stuff before we
15 do this?

16 VICE PRESIDENT DITTES: Yes, please.

17 UNIDENTIFIED DELEGATE: Okay.

18 VICE PRESIDENT DITTES: Sergeant-at-Arms, he
19 was Local 167.

20 Sergeant-At-Arms, is there someone indicating
21 in 1D? Please send them to mic 4 then, please. Thank
22 you.

23 DELEGATE TODD JONES: My name is Todd Jones,
24 Local 1002 from Region 1D, and I'd like to nominate
25 Brian Keller for International President.

1 VICE PRESIDENT DITTES: Thank you, Brother.

2 Are there any other nominations from Region
3 1D, for the Office of President?

4 Seeing no other hands, I will move back to
5 Region 2B.

6 Anyone having a nomination for the Office of
7 President who is a delegate, please stand. It's easier
8 to see. It's dark back there.

9 Sergeant-At-Arms, please point it out. I see
10 someone with a non-red shirt. MIC 8, please.

11 DELEGATE WILLIAM GUINAN: Bill Guinan, Local
12 685.

13 I've been asked to nominate Jim Coakley for
14 president, UAW Local 1248.

15 VICE PRESIDENT DITTES: Thank you, Brother.

16 Are there any other nominations for UAW
17 president? I see a hand right behind mic 8.

18 Sergeant-at-Arms, can you get that -- you got
19 the hat? Oh, you got somebody there. Okay.

20 DELEGATE MIKE BULTMAN: Good afternoon,
21 brothers and Sisters. My name is Mike Bultman, I'm
22 from Local 1166 out of 2B.

23 I rise to nominate Shawn Fain for the
24 president of the UAW. Shawn is a proud member of Local
25 1166, the Kokomo Casting Plant where his foundation and

1 passion and fighting for our membership was forged.

2 Shawn is an experienced leader who worked
3 more than 20 years, who has served his union at every
4 level from the ground up, as a worker, as a chair of
5 several local committees, as a five-term committeeman,
6 as a shop chair, as a delegate, twice a national
7 negotiator during one of our darkest times in the
8 bankruptcy of 2009, and again in 2011. When he had no
9 ability to strike, and for the last ten years, has
10 served at the national level as an International Rep,
11 Coordinator, Assistant Director, and Administrative
12 Assistant.

13 As a trustworthy leader, Shawn has been an
14 integral part of leading the transition of the UAW
15 Chrysler National Training Center throughout the
16 aftermath of the corruption investigation.

17 On a personal level, Shawn is a single dad.
18 And a testament to his character, his greatest sources
19 of pride are raising his two daughters who are both
20 college graduates, along with his two grandsons.

21 Shawn is an outspoken leader who has taken a
22 stand for all our memberships.

23 There's no greater example of when he's vocal
24 and written to employees in opposition to the 2007
25 national agreement, and the inception of the tier two

1 program.

2 In 2016, the Assistant Director, then Vice
3 President Jewell, Shawn again went against the orders
4 of the Vice President, and stood with the membership of
5 the Chrysler Council in opposition to the conductor
6 initiative which would have led to the loss of good
7 paying jobs.

8 Shawn has always fought the good fight, and
9 has vocally opposed any plant closings or outsourcings
10 of product that negatively impact our membership.

11 Shawn is battle tested, proven his loyalties
12 lie with the membership, and is not afraid for what it
13 is right.

14 For these reasons and many more, I proudly
15 nominate Shawn Fain for president of the UAW.

16 VICE PRESIDENT DITTES: Thank you, Brother.

17 (Applause)

18 VICE PRESIDENT DITTES: Are there any other
19 nominations for the Office of President in Region 2B?

20 Seeing no standing, we're going to move right
21 across the hall, and we're going to move to Region 1A
22 and work our way up. Right here, blue shirt waving the
23 placard. Yep, right there.

24 Mic 7, please.

25 DELEGATE TRACY STUMP: Good afternoon,

1 everybody. My name is Tracy Stump, Local 163 under
2 Laura Dickerson.

3 I am honored to speak today to all Brothers
4 and sisters of this 38th UAW Constitutional Convention.

5 A story of a man whose well-respected father,
6 Jim Gibson, helped him get a job as a security guard at
7 Detroit Diesel right after he graduated from Eastern
8 Michigan.

9 Mark Gibson, or Gibby as he is known to all,
10 then hired into the plant at a machinist on the Leer
11 Department. And then, on the 60 heavy duty truck
12 engine assembly line in 1997.

13 It became quickly apparent to his coworkers
14 that Gibby had a quick wit and instinctive
15 intelligence that made him a resource to his fellow
16 assemblers, standing up to ridiculous managers,
17 offering a shoulder to lean on after another long
18 shift, a soft touch when one of his brothers or sisters
19 needed a couple of bucks to make it to pay day, or a
20 sympathetic ear when the problems of the world got too
21 deep.

22 Gibby was elected as committeeman on the
23 afternoon shift in 2005, and his first four terms as a
24 Shop Chairman in 2011. The position he also holds
25 today.

1 Shortly after his election to Shop Chairman,
2 Gibby was also appointed as Regional B CAP Chair at
3 Regional 1A by UAW President Emeritus, Rory Gamble,
4 when he was the director at 1A, a position Gibby also
5 holds today.

6 In December of 2012, Gibby was invited --
7 Gibby invited President Barack Obama to speak at
8 Detroit Diesel. And drawing on the President's
9 inspirational address, spent the very next day on the
10 steps of the Michigan State capital howling in protest
11 with 16,000 of his brothers and sisters over the
12 insidious right to work over legislation being signed
13 into law in the state where the UAW was founded.

14 As our Shop Chairman, Gibby has been the
15 architect of the two most lucrative, innovative, widely
16 copied, but never duplicated contracts in the entire
17 UAW structure in 2016 and 2022.

18 Further, Gibby's innovation to afford a then
19 progress, employs a true path to full-paid parity. The
20 first of its kind in the UAW.

21 A generous 401 match for all members,
22 restoring sub pay to all members, and president pension
23 raises in both of the last two agreements. And after,
24 the 22 -- 2022 agreement was ratified.

25 Our assembly pay rate is now the highest in

1 the UAW. Gibby and his shop committee procured new
2 work in the assembly of battery components for the next
3 generation of electrical vehicles. That was so widely
4 praised that Governor Whitmer of Michigan delivered the
5 state of the address for the very first time in 2022,
6 from the campus of Detroit Diesel. The first one ever
7 outside of the State House in Lansing.

8 President Curry, in his previous IEB position
9 as Secretary-Treasurer, trumpeted Gibby's incredible
10 work on the master -- on the 2016 master agreement
11 between UAW Local 163 and Detroit Diesel, from the
12 podium at the 37th Constitutional Convention, and
13 called our 2016 contract the best in the UAW. Even
14 putting the highlights of that deal on the big screen
15 behind him for all to see.

16 For those reasons and so many more, for his
17 gigantic union heart, for his incredible wife,
18 Catherine, who is an elementary schoolteacher in
19 Northville, for his sons Jake, Brad, and Grant, who
20 have all followed their dad into employment at Detroit
21 diesel, Max and Jay Wilson for his precious twin
22 daughters, Charlotte and Kennedy, for his grandfather,
23 the late Walter Klein, I place in nomination, my
24 friend, my union brother, and the best contractor --
25 contract negotiator in the UAW, Mark "Gibby" Gibson for

1 **the Office of President of the UAW.**

2 VICE PRESIDENT DITTES: Thank you, Brother.

3 Are there any other nominations for president
4 in Region 1A?

5 I see someone waving. It's hard to see
6 there. Got you.

7 Mic 7, please.

8 DELEGATE WILLIAM BAGWELL, JR.: Good
9 afternoon, my name is Bill Bagwell, UAW Local 174.

10 I just have to say that I have always
11 supported full access to the ballot, and I was hoping
12 that one member, one vote would achieve this. But
13 unfortunately, you have to come to this convention to
14 get nominated.

15 So a young man out in the hallway asked me
16 this morning if I would nominate him because everybody
17 else that was ready to nominate him got intimidated and
18 they wouldn't do it. Well, I said, what can they do to
19 me? I already work in the plant, what are they going
20 to do, put me on second shift?

21 So I stand -- I stand to nominate Will Lehman
22 from UAW Local 677 as president of the UAW.
23 I love the UAW. I knew Owen Bieber, I knew Steve
24 Yokich, and I knew Bob King, amongst other former
25 presidents. And I'll tell you one thing that those

1 three people had in common is, they weren't thieves.

2 I might not have gotten along with them, but
3 they never stole our money. There are people on this
4 International Executive Board that have covered up
5 misdeeds, have voted to put -- let Gary --

6 VICE PRESIDENT DITTES: Brother. Brother,
7 (Chants)

8 VICE PRESIDENT DITTES: -- this is a
9 nomination process.

10 DELEGATE WILLIAM BAGWELL, JR.: I have the
11 mic. I have the mic.

12 You haven't restricted anybody from saying
13 anything they wanted all week. And now, you want to
14 restrict me?

15 (Chants)

16 VICE PRESIDENT DITTES: Go ahead, Bill.

17 DELEGATE WILLIAM BAGWELL, JR.: Thank you.

18 They didn't cover up for people that
19 misappropriated funds, and they didn't protect people
20 who stole money.

21 I think that people on this International
22 Executive Board need to look in the mirror. And if
23 they were complacent, and if they weren't part of that,
24 which we all know who voted, maybe they need to get a
25 different career.

1 (Chants)

2 DELEGATE WILLIAM BAGWELL, JR.: We need new
3 leaders, not just to gain the trust of the UAW, but to
4 ensure our members and those that we try to organize,
5 that the UAW is, again, the clean union.

6 Our Brother said we used to be known as the
7 clean union. That's true, we were. We're not known
8 that way anymore.

9 The union where we -- we need a union where
10 our leaders are known to be trustworthy because they
11 have proven their trustworthiness.

12 Thank you.

13 VICE PRESIDENT DITTES: Thank you, Brother.

14 Are there any other nominations for the
15 Office of President in Region 1A?

16 Seeing no other individuals standing, we are
17 going to move forward to Region 1. And looking for
18 nominations, Region 1, Office of President.

19 I see someone in the -- who's that? Okay.
20 Mic 4 looks like the closest.

21 DELEGATE DAVID MICHAEL: Good afternoon,
22 sisters and brothers. My name is David Michael from
23 UAW Local 5960.

24 And I stand proud with my delegation from
25 Local 5960 to nominate President Ray Curry as the

1 future president of the UAW.

2 VICE PRESIDENT DITTES: Thank you, Brother.

3 (Cheers and applause)

4 VICE PRESIDENT DITTES: In Region 1, are
5 there any more?

6 Striped paper. Right here, mic 3 looks the
7 closest.

8 DELEGATE JOHN WEYER: Good afternoon, Union
9 siblings. My name is John Weyer, UAW Local 869.

10 I nominate John Guinan for president.

11 VICE PRESIDENT DITTES: Thank you, Brother.

12 Turn the mic on.

13 DELEGATE JOHN WEYER: John Guinan, Local 136.

14 VICE PRESIDENT DITTES: Thank you.

15 Any other nominations for the Office of
16 President in Region 1? Any other nominations there?

17 Seeing no hands, we're going to move front
18 and center here, to Region 8. Is there a nomination
19 for the Office of President?

20 White paper here, about four rows back, mic
21 2.

22 DELEGATE TODD DUNN: Good afternoon,
23 everybody.

24 Just to clarify, well separate. I'm now not
25 anything with the Rules Committee. I stand here before

1 you as a delegate elected by the membership of the UAW.

2 My name is Todd Dunn, I'm president of Local
3 862 in Louisville, Kentucky. We represent almost
4 20,000 members, a little over 14,000 active.

5 Proud to come up here on behalf of this
6 committee, and of that local union.

7 I want to talk a little bit about leadership
8 in my nomination. And I think back about when I was in
9 the United States Army and I was in Desert Storm
10 fighting for my country just like a lot of us are here
11 today. And we're proud to do so.

12 (Applause)

13 DELEGATE TODD DUNN: One of the things that I
14 got from the military and my mama, was to be able to do
15 right and listen to somebody that's telling you that
16 they're giving you the best interest that they can give
17 you. And what that did to my military career, was gave
18 me an opportunity, just like Cindy Estrada said was,
19 surround yourself with as many smart people as possible
20 and those who are loyal and those who are unified going
21 in for one accord.

22 With that, there was an individual, that just
23 prior to my tenure in the military, who served as a
24 Fire Direction Specialist in the U.S. Army. And then
25 shortly after that, as I was getting out, he was going

1 in to be hired in as an assembler on the line, right?

2 First job, day in, one in 1992. He worked at

3 Freightliner.

4 Just as I had arrived into my service in the
5 UAW and I started moving around and seeing, I actually
6 was able to go through those same things, those same
7 steps, those same increases of leadership.

8 As you start out on the floor and you go out
9 and you advocate for people, as you go out and advocate
10 for outside, as you take care of our members, as you
11 get elected to committee persons, as you get elected to
12 chairpersons, you continually move up, as not to bring
13 reproach upon your union.

14 And at all times, everyone at some point in
15 time maybe forgets, or takes for granted what that
16 person has done, and as they move up through the ranks
17 and you move up through the ranks, you have an
18 opportunity to endorse somebody or to ask and nominate
19 for somebody.

20 And that one person when they ran for
21 director of Region 8, was Ray Curry.

22 DELEGATE TODD DUNN: Now, I've sat in many
23 meetings --

24 (Applause)

25 DELEGATE TODD DUNN: -- I've sat with Brother

1 Ray Curry. We've agreed and we disagreed. Hell, we
2 may have even had spirited debate. Well, I know we
3 did, Brother.

4 VICE PRESIDENT DITTES: Brother, I need to
5 rule you out of order.

6 DELEGATE TODD DUNN: Okay.

7 VICE PRESIDENT DITTES: As we stated earlier,
8 two nominations are the maximum.

9 Brother Ray Curry has been nominated two
10 times, and that -- you're at the maximum amount.
11 Sorry, I'm going to have to shut off your mic.

12 Thank you.

13 DELEGATE TODD DUNN: All right. Thank you.

14 (Applause)

15 VICE PRESIDENT DITTES: Is there any other
16 nominations for the Office of President in Region 8?

17 Seeing no hands, we're going to move straight
18 back to Region 9. I got somebody.

19 Is that -- any nominations out of Region 9?

20 Right there. Mic 7, please. No? Didn't want to
21 nominate.

22 Okay. Seeing no other individuals standing,
23 we'll move back across the back and we're going to move
24 to Region 9A. Move right across the aisle.

25 Are there any nominations for the Office of

1 President in Region 9A? Sergeant-At-Arms, please help.

2 I see white -- white paper, mic 6.

3 DELEGATE VAL KOHNERT-YOUNT: Hi, everyone.

4 My UAW sisters and brothers, again, I'm Val.

5 Kohnert-Yount from Local 2320 in Brownsville, Texas,

6 formerly of Local 5118 in Massachusetts, and from a

7 proud Local 598 family in Flint, Michigan.

8 I rise to nominate Shawn Fain for president

9 of the UAW. Shawn --

10 (Applause)

11 DELEGATE VAL KOHNERT-YOUNT: Shawn is a proud

12 member of UAW Local 1166, the Kokomo Casting Plant.

13 Shawn is experienced and deeply trusted with

14 a battle-tested record of speaking truth to power, both

15 inside and outside the UAW.

16 I met Shawn for the first time this week.

17 And he pulled out of his back pocket, his grandfather's

18 first pay stub from the year 1937 from Chrysler in

19 Kokomo. For 22 hours of work, his grandfather earned

20 \$18.30.

21 I share this because it showed me, that like

22 all of us, Shawn has never forgotten where he comes

23 from, and the power that is strong, united and

24 corruption-free UAW has to change generations of lives.

25 I'm now a legal aid lawyer for workers rights

1 in rural Texas, fighting for working women earning
2 poverty wages, who would not need my services if they
3 had a union as strong as ours.

4 Shawn also told me about raising his two
5 daughters as a single father, and how he sees workers
6 rights and women's empowerment as essential to each
7 other.

8 That's why he's the only candidate I know of,
9 who is running with two trailblazing men, two black
10 women union leaders, Margaret Mock, and LaShawn
11 English, because he knows you cannot have strong unions
12 without empowered women.

13 You can learn more about their vision at
14 uawmembers.org.

15 As a woman, as a worker, and as a proud
16 united auto worker, I am proud to stand with Shawn
17 because he stands with us.

18 Thank you.

19 VICE PRESIDENT DITTES: Thank you, Sister.

20 (Applause)

21 VICE PRESIDENT DITTES: Are there any other
22 nominations for the Office of President in Region 9A?

23 I see another folder going up near mic 6.

24 Sergeant-At-Arms, got it?

25 DELEGATE FELICIA TURNER-SUARAU: Good

1 afternoon, everyone. My name is Felicia Suarau. I'm
2 with Region 9A. I'm Local 2320. And I stand before
3 you stoked about being here. I just need you to know
4 that. I am totally excited. I want to do cartwheels
5 down this aisle, but I'm not going to do that.

6 So, thanks for the invitation.

7 And I'd like to nominate William Lehman for
8 president. This guy wants to put the power back in our
9 hands, people. He wants us to be able to make the
10 decisions about our unions, what we do, how we do it.
11 That's all he wants to do.

12 Bureaucracy. Doesn't want that. He wants us
13 to make the decisions about our benefits, about our
14 service, internationally, with other unions, all unions
15 respected, equal, together.

16 Thank you for your time.

17 VICE PRESIDENT DITTES: Thank you, Sister.

18 Are there any other nominations for the
19 Office of President in Region 9A?

20 Seeing no more hands, we're going to move up
21 to Region 4 for the Office of President. Any
22 nominations, please stand and be acknowledged, and we
23 will send you to a microphone. I see no hands in
24 Region 4, for the Office of President.

25 Are there any other nominations throughout

1 the hall, for the office of UAW International Vice
2 President?

3 President. I'm sorry, take that out of the
4 record. Sorry.

5 Are there any other nominations for President
6 of the UAW?

7 Are there any other nominations for the
8 Office of President of the UAW? Third.

9 We got right down here, Region 2B, mic 8.

10 DELEGATE NAME: Before I make this
11 nomination, I'd like some microphones on the side.
12 It's a lot easier for a fat boy.

13 It gives me great pleasure to nominate James
14 R. Coakley, Local Union 1248.

15 VICE PRESIDENT DITTES: Thank you.

16 Got it, Brother. Anything else?

17 Okay. I was on the third time. So we'll
18 just, to make sure, since we did have a last-minute one
19 there, then, anymore nominations for the Office of
20 President? Going once.

21 Any more nominations for the Office of
22 President? Going twice.

23 Anymore nominations for the Office of
24 President?

25 Seeing no nominations, I now declare the

1 nominations closed. Thank you.

2 (Applause)

3 VICE PRESIDENT DITTES: Now, we ask each
4 candidate, when we call your name, to go to the
5 microphone and accept or decline. Remember, this is a
6 yes, I take it, or no, I decline.

7 There are no speeches for the candidates.
8 The nominators have already done that on their behalf.
9 This is in reverse order of the nominations. So the
10 last one nominated, and the first one to the
11 microphone, John Guinan. And I don't know if John
12 Guinan is in this building.

13 If he is in the back, Sergeant-at-Arms, we
14 need to give him access to accept or not accept the
15 nomination.

16 Does anyone know if John Guinan is in the
17 building?

18 We got a Point of Information here. Blue
19 shirt, mic 6.

20 DELEGATE ROBERT REYNOLDS: Bon Reynolds,
21 Local 897, Buffalo, New York.

22 I just -- just a little clarity for the
23 delegates. If the nominee at any time, is not here, is
24 it -- are they out of the race, or do they have three
25 days or what, to accept the nomination? I don't know

1 what the acceptance is, and I'd just like to know that
2 before we start through this whole process.

3 VICE PRESIDENT DITTES: It is -- yeah,
4 they're not required.

5 Thank you for the point.

6 They're not required to be here. There is a
7 three-day period to accept or decline the nomination.

8 Thank you.

9 Is John Guinan here, or will he need to use
10 his three?

11 Okay. Thank you.

12 So with that, we're going to move on to the
13 next, in reverse order, Mr. Will Lehman. If he's in
14 the building, he may be in the back. We need to give
15 him access so he can come to accept or reject.

16 Mic 6.

17 WILLIAM LEHMAN: Hello, I'm Will Lehman, and
18 I accept my nominations for International President of
19 the UAW.

20 VICE PRESIDENT DITTES: Thank you, Brother.

21 Point of Order, where you at? I can't see
22 you. Right here?

23 Mic 3.

24 TODD MACKER: My name is Todd Macker, Local
25 412 out of Region 1, James Harris.

1 (Applause)

2 TODD MACKER: If I understand correctly,
3 retirees are not permitted to be nominated for IEB
4 positions; is that correct?

5 VICE PRESIDENT DITTES: I believe that's what
6 we just voted on this week. But we took the
7 nominations -- we took the names.

8 TODD MACKER: Okay.

9 VICE PRESIDENT DITTES: Thank you, Brother.
10 Okay. Moving in order, the -- in reverse
11 order.

12 Mark Gibson. Is he in the building? Mark
13 Gibson who was nominated. Was nominated out of Region
14 1A, I believe.

15 Oh, he's here? Mic 5. Okay. Sorry, I
16 couldn't see you.

17 MARK GIBSON: Good afternoon. I'm Mark
18 Gibson, better known as Gibby, out of Region 1A.

19 I proudly accept the offer and -- for the
20 International UAW President.

21 VICE PRESIDENT DITTES: Thank you.

22 The next candidate to accept or decline will
23 be Shawn Fain. I know Shawn Fain is in the building.
24 Looks like mic 8.

25 SHAWN FAIN: It's with honor, and I humbly

1 accept the nomination.

2 (Applause)

3 VICE PRESIDENT DITTES: Thank you.

4 Next candidate to accept or decline, Jim

5 Coakley.

6 Is Jim in the building? I think I see him

7 coming to mic 6.

8 JAMES COAKLEY: Yes, my name is Jim Coakley,

9 and I proudly accept.

10 VICE PRESIDENT DITTES: Thank you.

11 The next candidate is a Brian Keller. If

12 Brian Keller is in the building, tell me a mic he can

13 go to, if he's here.

14 Mic 6, same question.

15 BRIAN KELLER: My name is Brian Keller.

16 Yes --

17 VICE PRESIDENT DITTES: Thank you.

18 (Chants)

19 BRIAN KELLER: -- I accept.

20 VICE PRESIDENT DITTES: Okay. So the last --

21 the last candidate nominated is Ray Curry.

22 Ray, please come up here and answer the

23 question.

24 (Cheers and applause)

25 PRESIDENT CURRY: Good afternoon, delegates.

1 My name is Ray Curry, and it would be a true
2 honor, and a humbling privilege to continue serving as
3 your International President.

4 (Cheers and applause)

5 VICE PRESIDENT DITTES: Thank you, Brother
6 Curry.

7 So before we move on to the
8 Secretary-Treasurer, the question came out on the floor
9 from Region 9, about how long a candidate who's
10 nominated and not in attendance. The Monitor's Office,
11 the Monitor's Office, has just clarified the rules,
12 that they have 24 hours to accept or reject. And that
13 comes under Rule 3-3.

14 So, that clarification is out there. All
15 right?

16 What was that? I didn't -- I don't know if
17 that was a joke or not.

18 We will now move to nominations for the --
19 Okay. Stripe, mic 3.

20 DELEGATE JOHN WEYER: John Weyer, Local 869.

21 Just some information. Do they have to be
22 present to accept that nomination? Just a question.

23 VICE PRESIDENT DITTES: No, that was just
24 clarified, Brother.

25 DELEGATE JOHN WEYER: Okay. I didn't hear.

1 I didn't hear it.

2 VICE PRESIDENT DITTES: Region 9 asked the
3 question. They do not have to be there. Twenty-four
4 hours to notify and accept or decline. They don't have
5 to be in the building.

6 Thank you.

7 We will now move to -- more? Okay. Go
8 ahead.

9 DELEGATE JOHN WEYER: Who do they officially
10 contact?

11 VICE PRESIDENT DITTES: Getting legal one on
12 that. I ain't giving you the wrong answer.

13 DELEGATE JOHN WEYER: Right. I don't want
14 the wrong answer.

15 VICE PRESIDENT DITTES: Nominations, if you
16 accept and you're not here, go to the UAW President,
17 Ray Curry.

18 DELEGATE JOHN WEYER: Okay. Thank you.

19 VICE PRESIDENT DITTES: Okay. We will now
20 move to the nominations for Secretary-Treasurer.

21 The same rules apply. Delegates who wish to
22 nominate, you are going to stand up in your respective
23 region before you are called and acknowledged by the
24 Chair to nominate your candidate. You will have a
25 total of five minutes. And all the same rules as the

1 Office of President prevail.

2 So what we are going to do now, in democratic
3 fashion, where we left off is where we are going to
4 start the Secretary-Treasurer. So we go the opposite
5 way this time.

6 So, we're going to open the floor for
7 nominations for Secretary-Treasurer. And we're going
8 to start where we ended, Region 4.

9 Are there any nominations? Please stand.

10 Gentleman in black, mic 2.

11 DELEGATE NOLAN TABB: Good afternoon. Nolan
12 Tabb, Local 281.

13 I'm a proud UAW member of Local 281, John
14 Deere, Davenport, Iowa, under the direction of my
15 membership, and the leadership of Ron McInroy in Region
16 4.

17 I stand here today, to nominate change in our
18 UAW. Change that severs ties with the corruption that
19 has infiltrated our IEB, change that rank-and-file
20 members just like me, know must happen. Change that
21 our livelihoods depend on.

22 That change is Margaret Mock for
23 Secretary-Treasurer of the UAW.

24 (Cheers and applause)

25 DELEGATE NOLAN TABB: Some of you may not yet

1 know Margaret Mock or her merit and integrity because
2 she doesn't have her name on backpacks, pens, and mugs.
3 So let me take a minute to tell you who she is.

4 (Applause)

5 DELEGATE NOLAN TABB: Margaret Mock is a
6 28-year member of the UAW. She's a member of Local
7 140, Warren Truck Assembly Plant in Warren, Michigan.
8 Previously, a member of Local 961 at Detroit Axle, and
9 Marysville Axle for 26 years.

10 She served her membership as an elected
11 Treasurer, Financial Secretary, three-term committee
12 person, with the last term serving as a Shop Chair.

13 At Marysville Axle Plant, Margaret fought
14 against the efforts of Chrysler to sell the plant to a
15 foreign company, ZF, and fought ZF's relentless efforts
16 to violate the contract.

17 Margaret Mock brings something to the table
18 as Financial Secretary that has lacked in recent
19 history; moral clarity and courage.

20 (Applause)

21 DELEGATE NOLAN TABB: She also comes as a
22 part of the team of leaders on the UAW Members United
23 Slate.

24 She's battle tested. She's ready to
25 represent all members of the UAW. And that is why I

1 stand here to nominate Margaret Mock for
2 Secretary-Treasurer of the UAW.

3 Thank you, fellow delegates.

4 (Applause)

5 VICE PRESIDENT DITTES: Thank you.

6 Are there any other nominations in Region 4
7 for Secretary-Treasurer?

8 Not seeing anyone standing, we will move back
9 to Region 9A in reverse order here. Any nominations
10 for Secretary-Treasurer back in Region 9A?

11 I see an orange-type paper. Looks like maybe
12 mic 5 is the closest.

13 DELEGATE HEATHER SANFORD: Hi, my name is
14 Heather Sanford, Local 2121, and I'd like to nominate
15 Mr. Stuglin.

16 (Applause)

17 DELEGATE HEATHER SANFORD: Frank Stuglin,
18 sorry. The whole name.

19 (Cheers and applause)

20 VICE PRESIDENT DITTES: Thank you, Sister.

21 Are there any other nominations out of Region
22 9A for Secretary-Treasurer?

23 Seeing no standing, we're going to move
24 across the hall to Region 9.

25 Are there any nominations for

1 Secretary-Treasurer in Region 9? We got one here.

2 Mic 7, please.

3 DELEGATE MICHAEL DELUCAS: Good afternoon,
4 union brothers and sisters.

5 My name is Mike DeLucas out of UAW Local 686
6 out of Lockport. And I would like to take this time to
7 nominate Frank Stuglin for Treasurer.

8 (Cheers and applause)

9 VICE PRESIDENT DITTES: Thank you.

10 Are there any other nominations for
11 Secretary-Treasurer in Region 9?

12 Seeing no standing, we're going to move
13 forward to Region 8.

14 Any nominations, Secretary-Treasurer, Region
15 8?

16 Seeing no one standing, we're going to move
17 across the hall here, to Region 1.

18 Any nominations, Region 1? Mic 3.

19 DELEGATE CHRISTOPHER ROBSON: Good afternoon,
20 delegates, IEB, guests, and retirees.

21 My name's Chris Robson, Local 155, Region 1,
22 under the leadership of James Harris, Director and
23 Assistant Director James Craig.

24 (Applause)

25 DELEGATE CHRISTOPHER ROBSON: I rise to

1 nominate Frank Stuglin.

2 VICE PRESIDENT DITTES: Brother, you're out
3 of order. There's been two nominations for Mr. --
4 Brother Stuglin. I'm going to have to ask you to be
5 seated.

6 I want to remind the delegation again, once
7 you hit two, the rules are you can no longer bring the
8 name.

9 Yes, mic 3.

10 DELEGATE RONALD BOYER: Good afternoon,
11 delegates.

12 My name's Rich Boyer, out of Local 140. I'd
13 like to stand and rise for somebody I've known since
14 1993.

15 I've served on every committee at the local
16 union with her. She's been my Treasurer, my Financial
17 Secretary, a cohort, a good friend, trusted friend.
18 And when I was a local union president, when I got out
19 of line, she had no problem kicking me right in my ass.
20 She's of high integrity, she's trustworthy and local.

21 Margaret and I go back years and years. And
22 Margaret's the kind of person that, if you call, she's
23 coming. And she might get mad at you for what you did,
24 but she's coming.

25 And I think that this membership is going to

1 -- you know, the delegates used to elect these guys.
2 But now that the -- it's going to the membership, it's
3 going to be a tough fight, guys. It ain't going to be
4 as easy as everybody thinks.

5 So the delegates can take their actions as
6 they do here and now, but we'll see you at the polling
7 place.

8 I nominate Margaret Mock.

9 (Cheers and applause)

10 VICE PRESIDENT DITTES: Thank you, Brother.

11 Stripe, Region 1, another nomination. Mic 3.

12 DELEGATE JOHN WEYER: John Weyer, UAW Local
13 689. I nominate Tom Fazaza, Local 212.

14 VICE PRESIDENT DITTES: Thank you, Brother.

15 Are there any other nominations for
16 Secretary-Treasurer in Region 1?

17 Seeing no one standing, we will go to the
18 back of the room.

19 Region 1A, any nominations for
20 Secretary-Treasurer?

21 Seeing no standing from Region 1A, we're
22 going to go across to Region 2B and ask for nominations
23 for Secretary-Treasurer, please stand.

24 Not seeing any -- oh, I see somebody waving
25 there on the way to mic 8.

1 You're acknowledged. You can go to mic 8.

2 DELEGATE RICK WARD: I nominate Tom Fuzaza,
3 Local -- was that?

4 My name is Rick Ward, I've out of Region 2B
5 under the esteemed leadership of Wayne Blanchard and
6 the best co-director in the whole wide world, Jeff
7 Schrock out of 685, in Kokomo, Indiana. And I damn
8 build the best transmissions out of anywhere.

9 And I nominate Tom Fazaza, Local 228.

10 VICE PRESIDENT DITTES: Thank you, Brother.

11 Are there any other nominations for
12 Secretary-Treasurer out of Region 2B?

13 Order.

14 Seeing no hands, we'll move to Region 1D.

15 Are there any nominations for
16 Secretary-Treasurer in Region 1D?

17 Seeing no hands, we're going to go around the
18 hall. Are there any other nominations for the Office
19 of Secretary-Treasurer?

20 Are there any other nominations for the
21 Office of Secretary-Treasurer?

22 Are there any other nominations for the
23 Office of Secretary-Treasurer?

24 Seeing no hands, nominations are now closed.

25 We will now go in reverse order of

1 nominations. I'll be given that list, calling people
2 to the podium.

3 VICE PRESIDENT DITTES: First candidate who
4 has been nominated for Secretary-Treasurer, Margaret
5 Mock.

6 If Margaret is in the building --

7 (Cheers and applause)

8 VICE PRESIDENT DITTES: -- please come to the
9 mic. Designate whether you accept or reject.

10 (Cheers)

11 VICE PRESIDENT DITTES: Mic 7.

12 MARGARET MOCK: Hi, I'm Margaret Mock. It is
13 indeed an honor and a privilege to accept the
14 nomination for Secretary-Treasurer.

15 VICE PRESIDENT DITTES: Thank you.

16 (Applause)

17 VICE PRESIDENT DITTES: The next candidate
18 that was nominated is Mr. Frank Stuglin.

19 Frank, if you could come up here.

20 (Cheers and applause)

21 SECRETARY-TREASURER STUGLIN: I humbly accept
22 nomination for UAW Secretary-Treasurer.

23 (Cheers and applause)

24 VICE PRESIDENT DITTES: Thank you.

25 The next -- the next candidate, Tom Difaza.

1 I'm sorry if I pronounced it wrong.

2 Is he in the building? Okay. That's
3 confirmed.

4 Okay. That individual has 24 hours to notify
5 if they want to accept.

6 Excuse me one second.

7 Okay. We will now move to the nominations
8 for UAW International Vice President.

9 And again, we are going to go back and forth.
10 So we're going to -- we're going to start off where we
11 ended up.

12 So the nominations, we will turn to Region 1D
13 and see if there's any nominations for the Office of
14 UAW Vice President.

15 I see a hand right here, white paper, mic 4.

16 DELEGATE STEPHANIE RILEY: Hello. Stephanie
17 Riley, Local 598, Region 1D.

18 I didn't prepare a speech for this. I didn't
19 really know what the process was going to be today, for
20 nominations. And I don't really think I need one.
21 Well, the nominee I'm going to nominate, well, she'll
22 do that for herself.

23 But I just want to say I'm proud to be at
24 this historical convention.

25 One thing about bad things happening, we can

1 always take the good things that come out of them to
2 lighten the blow. And I embrace this day because it's
3 an important day in restoring the democracy in our
4 great union.

5 And I'm proud, and applaud each brother and
6 sister here who has taken the initiative, and is brave
7 enough to put their name out there and run for these
8 positions because it's not easy. And no disrespect,
9 about anybody in here, but I don't believe this is the
10 platform to boo people.

11 (Applause)

12 DELEGATE STEPHANIE RILEY: This is a day in
13 our labor history that I'm proud to be part of.

14 And with that, I want to nominate Sharon Bell
15 from Local 598 for our UAW Vice President.

16 Thank you.

17 VICE PRESIDENT DITTES: Thank you.

18 Are there any other nominations out of Region
19 1D?

20 Seeing the individual with their hand up,
21 closer to the wall, mic 4. I'm seeing it back there.
22 Yes, you, standing up.

23 Thank you.

24 DELEGATE TODD JONES: Todd Jones, Local 1002,
25 Region 1D.

1 And I'd like to elect Michael Turner for Vice
2 President, please.

3 VICE PRESIDENT DITTES: Thank you.

4 Are there any other nominations for Vice
5 President in Region 1D?

6 Right here, mic 4.

7 DELEGATE JAWHAN JACKSON: Jawhan Jackson,
8 Local 330.

9 This is about leadership, experience,
10 integrity, and vision. I nominate Chuck Browning.

11 (Cheers and applause)

12 VICE PRESIDENT DITTES: Thank you, Brother.

13 Are there any other nominations?

14 Region 1D, right here, near 4.

15 DELEGATE RYAN EDING: My name is Ryan Eding,
16 Local 602, out of Region 1D, under the amazing
17 leadership of Steve Dawes and Scott Zuckschwerdt.

18 We're talking about leadership, experience,
19 integrity, and vision. One man has proven that. I
20 nominate Brian Czape.

21 (Applause)

22 VICE PRESIDENT DITTES: Thank you, Brother.

23 Are there any other nominations out of Region
24 1D? Second aisle here, mic 4.

25 DELEGATE ROBERT SMITH: Bob Smith, Local 167,

1 under Steve Dawes.

2 And I would like to nominate for his
3 leadership, experience, integrity, and vision, Tim
4 Bressler.

5 VICE PRESIDENT DITTES: Thank you, Brother.
6 (Applause)

7 VICE PRESIDENT DITTES: Are there any other
8 nominations for Vice President out of Region 1D?

9 Seeing no hands or standers, we're going to
10 move back, back to Region 2B. Vice President
11 nominations. Right here, several.

12 I see an orange by the aisle, towards the
13 back. Come to mic 8.

14 DELEGATE STEVE TURNER: Good afternoon,
15 brothers and sisters.

16 My name is Steve Turner, from Local 2209,
17 Fort Wayne, Indiana, out of Region 2B. Rich
18 LeTourneau's credentials speak for themselves.

19 My UAW Brother hired into General Motors in
20 1984, Local 95 in Janesville, Wisconsin. He
21 transferred to UAW Local 2209, General Motors, Fort
22 Wayne Assembly in 1986, and won his first election of
23 many in 1987, as alternate committeeman. A string of
24 elections and wins followed for the next 35 years.

25 While elected at 2209, he has been a delegate

1 at the constitutional and bargaining conventions since
2 1992.

3 He was elected committeeman and zone
4 committeeman multiple times before running and winning
5 his Shop Chairman election in 1997.

6 Since then, he has been re-elected at Local
7 2209 as Chairman eight times. He was proud to be the
8 top negotiator for the Truck Group, and lead 2000
9 national negotiations.

10 From 2003 to 2009, he was appointed as an
11 International Servicing Representative for Region 3.

12 After his 2010 return to Local 2209, he was
13 re-elected as Shop Chairman in 2011.

14 With rich LeTourneau's experience, combined
15 with his undying loyalty to UAW members and love for
16 his union, I believe he will be an asset to the
17 International Executive Board as Vice President.

18 Therefore, I, Steve Turner, of UAW Local
19 2209, proudly nominate my Shop Chairman, Rich
20 LeTourneau as Vice President of the International UAW.

21 (Applause)

22 VICE PRESIDENT DITTES: Thank you, Brother.

23 Is there any other nominations in Region 2B?

24 I see a white folder against the wall.

25 Please come to mic 8. Yep.

1 DELEGATE WILLIAM GUINAN: Bill Guinan, Local
2 685.

3 Chairman, I have two nominations. I have
4 one, Tony Candella, UAW Local 136, Brian Price, UAW
5 Local 412.

6 Thank you.

7 VICE PRESIDENT DITTES: Thank you.

8 Any other nominations in Region 2B?

9 I see you waving there. Mic 8.

10 DELEGATE BRYAN MCCLURG: My name is Bryan
11 McClurg, Local 1765 out of Region 2B, under Wayne
12 Blanchard.

13 And I would like to second the Chuck Browning
14 nomination.

15 (Cheers and applause)

16 DELEGATE BRYAN MCCLURG: I've known him for
17 many years, and he's an upstanding good man, and he
18 needs to be elected as vice president again.

19 (Applause)

20 VICE PRESIDENT DITTES: Thank you, your.

21 Are there any other nominations for Vice
22 President in Region 2B?

23 I see someone waving here. Mic 8.

24 DELEGATE JESSE WEBB: Good afternoon,
25 brothers and sisters.

1 My name is Jesse Webb, from Local 70, under
2 the leadership of Brother Wayne Blanchard. Give him a
3 big round of applause, 2B.

4 (Applause)

5 DELEGATE JESSE WEBB: And just to back up
6 what the others in 1D said. It is about integrity,
7 leadership, honesty, experience. And I think our
8 current leadership deserve a big round of applause
9 because they are not part of the problem, they are part
10 of the solution.

11 (Cheers and applause)

12 DELEGATE JESSE WEBB: All of you. God bless
13 all of you.

14 And I want to nominate Tim Bressler, second
15 that nomination.

16 (Applause)

17 VICE PRESIDENT DITTES: Thank you, Brother.

18 Are there any other nominations in Region 2B
19 for the Office of Vice President?

20 Seeing none, we're going to move across the
21 aisle, and we are going to open it up to Region 1A for
22 nominations for Vice President.

23 Please stand.

24 Seeing no one standing or raising their hand,
25 we're moving to Region 1. Any nominations?

1 I got one here. The cap, the blue cap.

2 DELEGATE DAVID MICHAEL: Good afternoon
3 again, sisters and brothers.

4 My name is David Michael, UAW Local 5960,
5 Region 1, under the strong and sturdy sound leadership
6 of Director James E. Harris, Assistant Director Jason
7 Craig.

8 (Applause)

9 DELEGATE DAVID MICHAEL: I would like to
10 second the nomination for Brian Czape for Vice
11 President.

12 (Applause)

13 VICE PRESIDENT DITTES: Thank you, Brother.

14 Are there any other nominations here?

15 I got the white folder, closer to mic 3.

16 DELEGATE WILLIAM PARKER: Thank you, very
17 much, Brother Dittes.

18 Brothers and sisters, fellow delegates, I'm
19 proud to stand before you today on this first ever
20 occasion of nominations under the system of one member,
21 one vote.

22 (Applause)

23 DELEGATE WILLIAM PARKER: My name -- my name
24 is Bill Parker. I'm a delegate from Local 1700, Region
25 1, six-term past president of my local.

1 I want to say that we still have important
2 issues confronting our union from the legacy of the
3 corruption. That not all the issues have been dealt
4 with. That we are waiting for transparency on the
5 impact of bribes on our union when the Executive Vice
6 President of Chrysler said he bribed UAW leaders to
7 keep them fat, dumb, and happy, we have a right to know
8 what happened in exchange.

9 When Stellantis paid a \$30 million fine to
10 the Federal Government for their actions in undermining
11 collective bargaining, we have a right to know what
12 they got to warrant that fine.

13 We are still in a crisis as a union, and
14 business as usual cannot be allowed to stand. The
15 status quo cannot be allowed to stand. And the
16 division between traditional and new-hire employees
17 cannot be allowed to stand.

18 I think it is despicable that the
19 administration abolished tiers in the pensions of our
20 staff while still leaving that question open for our
21 membership. That's not the direction that we should be
22 going in as a union.

23 (Applause)

24 DELEGATE WILLIAM PARKER: I joined this union
25 in 1974, four years after we struck to remove a cap

1 from our cost of living clause. No one from that era
2 would ever have believed that we would give up COLA and
3 never fight to get it back.

4 If the membership this fall votes for the
5 candidates of the UAW members united slate, we will
6 finally be led by the only candidates willing and
7 prepared for the membership struggle to regain that
8 which has been stripped from us.

9 We will fight to restore COLA, restore
10 pensions, stop the abuse of supplemental employees,
11 fight to end tiers, and unite this membership once
12 again.

13 Most importantly, we will transform our union
14 from the pro-concession era championed by the
15 Administration Caucus and instead, rule our future in
16 struggle in militancy. In the commitment to fight for
17 our members, the era of trading concessions for the
18 false job security comes to an end this year.

19 (Applause)

20 DELEGATE WILLIAM PARKER: And with that
21 transformation to a fighting union, with the
22 elimination of corruption and concessions and tiers, we
23 will once again, be able to reach out to the
24 unorganized workers in the auto and part sectors and
25 bring them into our fold.

1 We haven't done that effectively as a union.
2 That mortgages our future members, abandons our
3 pensioners, and leaves some members behind.

4 Today, it is my honor to place in nomination
5 for Vice President of the UAW, the name of Rich Boyer,
6 an elected delegate to this convention, skilled trades
7 shop committee member from Local 140, and past
8 president of Local 961.

9 An army veteran, Brother Rich Boyer served
10 this nation in the 82nd Airborne, from 1981 to 1983. A
11 member of the UAW since 1985.

12 Brother Boyer has a thorough understanding of
13 where this union is at, and more importantly, where it
14 needs to go.

15 **A fierce fighter for the rights of our**
16 **membership. Brother Boyer has kept faith for the**
17 **rights of the rank-and-file of this union, and with the**
18 **Latino community of which he has been a leader.**

19 (Applause)

20 DELEGATE WILLIAM PARKER: Rich has
21 consistently stood up to corporate attacks. Sadly,
22 doing so meant he had to stand up to administrative
23 caucus abuse of authority. He had to fight against the
24 actions of general Holyfield and Norwood Jewell. He
25 had to fight against the actions of Dennis Williams and

1 Gary Jones.

2 Today --

3 VICE PRESIDENT DITTES: Brother, your time
4 has expired. Please wrap up.

5 DELEGATE WILLIAM PARKER: Thank you.

6 Today, they are felons. Rich Boyer is here,
7 and he will represent this --

8 VICE PRESIDENT DITTES: Thank you, Brother.

9 DELEGATE WILLIAM PARKER: -- membership.
10 Thank you.

11 VICE PRESIDENT DITTES: Any other
12 nominations, Region 1?

13 The stripe, mic 3.

14 DELEGATE JOHN WEYER: John Weyer, Local 869.
15 I nominate Tony Candella.

16 VICE PRESIDENT DITTES: Thank you, Brother.

17 Any other nominations from Region 1?

18 Right here, front row.

19 DELEGATE YOLANDA PASSEMENT: Hello, my fellow
20 UAW members.

21 My name is Yolanda Passemen -- Passement.

22 Sorry, I messed up my own name.

23 In addition to being an elected delegate to
24 the 38th District Convention -- Constitutional
25 Convention, I am also the Recording Secretary for UAW

1 Local 22, General Motors Factory Zero in Detroit and
2 Hamtramck, Michigan.

3 We are fortunate to be located within Region
4 1, under the strong leadership and steady hand of
5 Director James Harris and Assistant Director Jason
6 Craig.

7 (Cheers and applause)

8 DELEGATE YOLANDA PASSEMENT: Local 22 builds
9 the fully electric Hummer Truck and SUV. We will be
10 building the Silverado GMC Sierra trucks, and the fully
11 autonomous Cruze Origin.

12 Local 22 is proud to be the home of the
13 General Motors fully electric future.

14 The man I am nominating is currently a top AA
15 with the International UAW for the General Motors and
16 gaming departments.

17 He began his career in 1984. He has worked
18 his assembly line --

19 VICE PRESIDENT DITTES: Sister, I'm --
20 Sister, I'm going to have to stop you now.

21 DELEGATE YOLANDA PASSEMENT: Sorry?

22 VICE PRESIDENT DITTES: You didn't say the
23 name, but you said top administration. You're out of
24 order.

25 DELEGATE YOLANDA PASSEMENT: Why am I out of

1 order?

2 VICE PRESIDENT DITTES: There's already two
3 nominations in for that same individual.

4 DELEGATE YOLANDA PASSEMENT: Oh, I'm sorry.
5 Thank you.

6 VICE PRESIDENT DITTES: Yep. Thank you.

7 Any other nominations Region 1?

8 We're going to move across the aisle. Any
9 other nominations for Vice President, Region 8?

10 Seeing none -- oh, we got a -- I'm sorry,
11 right here, second. Mic 2.

12 DELEGATE JOHN LOZANO: Thank you, Brother
13 Dittes. Fellow UAW members, my name is John Lozano.

14 In addition to being a delegate to this 38th
15 Constitutional Convention, I am president of UAW Local
16 589 in Pico Rivera, California.

17 (Applause)

18 DELEGATE JOHN LOZANO: Thank you.

19 Local 509 is an Amalgamated independent parts
20 supplier local. We have 13 units which supply products
21 to Ford, Stellantis, and Aerospace sectors.

22 We are proud to reside inside the
23 jurisdiction of UAW Region 8, Mitchell Smith and
24 Assistant Director Tim Smith.

25 Mitch and Tim, thank you, very much,

1 brothers. I --

2 (Applause)

3 DELEGATE JOHN LOZANO: Thank you.

4 It is my distinct honor to address each of
5 you today.

6 I rise today, also to nominate this brother
7 for International Union Vice President. He was the
8 youngest chairperson ever elected to his local. In his
9 22 years on the International staff, he has played key
10 roles in the bargaining of six national agreements.

11 This kind of leadership and experience which
12 cannot be replaced. He has proven he's not afraid to
13 take on corporations. He was in the forefront of two
14 major strikes at General Motors. One of them was the
15 second longest strike in GM history. This --

16 VICE PRESIDENT DITTES: Brother. Brother.
17 As I told the last one, you're out of order. There's
18 two nominations in for that individual you're talking
19 about.

20 DELEGATE JOHN LOZANO: Thank you, Brother.

21 VICE PRESIDENT DITTES: Thank you. Please
22 sit down.

23 Is there any other nominations in Region 8?

24 Right here. Go to mic 3.

25 DELEGATE TODD DUNN: Todd Dunn, president of

1 UAW Local 862.

2 Again, just talking about leadership, I want
3 to recognize Bernie Ricke, the Godfather. I know he
4 don't like that, but he's taught us a lot and mentored
5 us throughout our leadership in coming up through the
6 ranks.

7 And in sub two, I know Steve Gonzalez and
8 Dwayne Walker also, through leadership, we pulled
9 together with presidents like Jason Starr, and put
10 together a resolution to get behind a leader that's
11 been there for so long. And it's the first time I've
12 ever seen sub two come together, and all the subs come
13 together. And it was just awesome to see that.

14 And that person has mentored me, and I really
15 want to lift him up right now, even if I'm out of
16 order. I love you, Brother. Chuck Browning, you're
17 the leader.

18 (Cheers and applause)

19 VICE PRESIDENT DITTES: Out of order,
20 Brother. Out of order. Two nominations for him.

21 Any other nominations from Region 8 for Vice
22 President?

23 Seeing no hands, moving back to Region 9.

24 Any nominations for Vice President? Seeing
25 no nominations, moving across the aisle to Region 9A.

1 Is there any nominations for UAW Vice
2 President?

3 Not seeing any standing. Okay. We're going
4 to move to the front of the room.

5 Region 4, any other nominations for Vice
6 President?

7 We got one. White here, mic 2, please.

8 DELEGATE SCOTT HOULDIESON: Good afternoon,
9 my union family.

10 (Applause)

11 DELEGATE SCOTT HOULDIESON: My name is Scott
12 Houldieson. I'm a proud member of UAW Local 551 in
13 Region 4. I also chaired the steering committee of
14 Unite All Workers For Democracy, UAWD.

15 (Cheers and applause)

16 DELEGATE SCOTT HOULDIESON: UAWD is a caucus
17 of UAW members committed to transparency and
18 accountability in our great union.

19 Let me begin by saying no concessions, no
20 corruption, no tiers. Enough is enough.

21 (Applause)

22 DELEGATE SCOTT HOULDIESON: Due to the
23 victory of the direct voting system in the UAW wide
24 referendum last fall, each UAW member now has the
25 ability to vote for the top officers of the UAW

1 International Union. This reform was a result of a
2 corruption scandal that has shaken our union to its
3 core.

4 We have seen two former presidents, two
5 former vice presidents, and a regional director, and
6 multiple International UAW staff plead guilty to
7 various schemes lining their pockets off the backs of
8 hardworking UAW members.

9 And allow me to add my frustration to the
10 early release of these criminals. Nine months is not
11 enough.

12 (Applause)

13 VICE PRESIDENT DITTES: Brother, is there a
14 nomination coming from mic 2?

15 DELEGATE SCOTT HOULDIESON: Yes, there is.

16 VICE PRESIDENT DITTES: Okay.

17 DELEGATE SCOTT HOULDIESON: The scandals led
18 to the UAW International Union to become a party to a
19 consent decree that is led directly to some of the
20 reforms we have enacted this week.

21 We are on the path to recovery. This
22 nomination is one more step along that path to rebuild
23 the trust of that membership.

24 I rise today to place into nomination for UAW
25 International Vice President, a brother and a friend

1 who recognized the need to reform our union in the
2 early stages of this crisis we now find our union in.

3 Mike Booth led his membership --

4 (Applause)

5 DELEGATE SCOTT HOULDIESON: -- for one term
6 as Chief Stewart, and two terms as president of UAW
7 Local 961 FCA Marysville Axle Plant.

8 He would likely still be the president of
9 Local 961 had it not been for the backroom deals by our
10 UAW International officers that sold out that plant.

11 During his time as president of Local 961,
12 Mike was a leader in the fight against corruption and
13 negative effects that corruption scandal has had upon
14 the membership.

15 Marysville Axle was one of the plants hit
16 hardest by the backroom deals between UAW Vice
17 Presidents and FCA Executives.

18 Marysville Axle was sold out to ZF Industries
19 as part of the corrupt negotiations. UAW members
20 working at that plant had to transfer to other FCA, now
21 Stellantis facilities, or lose all their seniority.

22 Local 961, with Mike leading the way, was one
23 of the first to sign on to the resolution calling for a
24 special convention to change the way we elect our
25 International officers.

1 Had that effort succeeded, we may have been
2 able to avoid having our union placed under the
3 federally appointed independent monitor. We could have
4 shown that our union had the ability to police
5 ourselves.

6 Clearly, there's still powerful forces in
7 this union who wish to go back to the good old days of
8 one party ruling the UAW.

9 Mike understands that the power of this union
10 is derived from the solidarity of our members to stand
11 up to the company.

12 He has seen first hand, the damage done to
13 our union by self-serving leaders. He is committed to
14 rebuilding our union with integrity and transparency.

15 His laser focus will be taking on
16 management's abuses of our members, steering us away
17 from a partnership with management. Partnership with
18 management has led to decades of concessions, and has
19 decimated our membership both in sheer numbers and the
20 quality of our standard of living.

21 Mike is a staunch supporter of human rights,
22 equal pay for equal work, retiree rights, financial
23 reforms within the UAW.

24 He is a leader who cares about the membership
25 because we are family.

1 Mike and his wife, Terry, have raised two
2 sons who have blessed them with seven grandchildren.

3 Mike is a proud member of Unite All Workers
4 for Democracy. He is currently in our endorsement
5 process.

6 Mike now works at Stellantis Sterling Heights
7 Assembly Plant.

8 I believe the UAW needs a change towards
9 being a clean and transparent union.

10 Mike Booth has showed the integrity without
11 fail. Therefore, I --

12 VICE PRESIDENT DITTES: Brother, your time
13 has expired.

14 Thank you.

15 Are there any or nominations in Region 4?

16 Seeing no nominations, are there any other
17 nominations across the hall for the Office of Vice
18 President?

19 Are there any other nominations for Vice
20 President?

21 Are there any other nominations for Vice
22 President?

23 Seeing none, nominations are now closed.

24 (Applause)

25 VICE PRESIDENT DITTES: We will now move on

1 to the acceptance in reverse order in nominations.

2 The first name to accept or reject simply, no
3 speeches, Mike Booth.

4 Mike, if you're in the building -- somebody
5 sees Mike Booth. Is Mike Booth here?

6 Okay. Mic 6.

7 MIKE BOOTH: Brother Terry, I graciously
8 accept this nomination.

9 VICE PRESIDENT DITTES: Thank you.

10 (Applause)

11 VICE PRESIDENT DITTES: The next candidate
12 posed with the question is Mr. Rich Boyer.

13 Anybody see Rich? Why can't I see you? Oh,
14 got it.

15 All right, Rich, go ahead.

16 RICH BOYER: Got to turn it on.

17 Brother Dittes and everybody, I gladly accept
18 the nomination.

19 Thank you.

20 VICE PRESIDENT DITTES: Thank you.

21 (Applause)

22 VICE PRESIDENT DITTES: Bear with me. Obana
23 Price. Oh, Brian Price. I'm sorry.

24 Where are we at? Anyone -- Sergeant-at-Arms,
25 acknowledge. Mic 6. Mic 6.

1 BRIAN PRICE: I proudly accept.

2 VICE PRESIDENT DITTES: Thank you.

3 Next candidate, Tony Candell [sic]. Not here.

4 With that confirmed, you'll have 24 hours to
5 notify UAW President Ray Curry.

6 Next candidate, Rich LeTourneau. Mic 8.

7 RICH LETOURNEAU: Brothers and sisters, my
8 name is Rich LeTourneau. I am currently the bargaining
9 chairman at Local 2209, Fort Wayne Assembly, and I
10 proudly accept the nomination of Vice President.

11 VICE PRESIDENT DITTES: Thank you.

12 RICH LETOURNEAU: You're welcome.

13 VICE PRESIDENT DITTES: Next name, Tim
14 Bressler.

15 Tim, please come up here and answer the
16 question.

17 (Applause)

18 TIM BRESSLER: Brother Chair, I humbly
19 accept.

20 (Cheers and applause)

21 VICE PRESIDENT DITTES: The next candidate to
22 come up is Brian Czape.

23 Brian, please come to the mic.

24 (Cheers and applause)

25 BRIAN CZAPE: Fellow UAW members, my name is

1 Brian Czape, and it is with utmost sincerity that I
2 humbly accept the nomination for Vice President.

3 (Cheers and applause)

4 VICE PRESIDENT DITTES: Thank you.

5 The next candidate to accept or reject,
6 Mr. Chuck Browning.

7 Mr. Browning, come up and accept or reject.

8 (Cheers and applause)

9 CHUCK BROWNING: Brother Chair, my name is
10 Chuck Browning, and I very humbly and fearlessly accept
11 the nomination for Vice President.

12 Thank you.

13 (Cheers and applause)

14 VICE PRESIDENT DITTES: Thank you.

15 Next candidate is Michael Turner. Michael
16 Turner. Oh, I'm sorry, Michelle. It's not written
17 that way. Okay. My apologies.

18 If you're in here, come to a mic. Looks like
19 Michael to me. Mic 7.

20 MICHAEL TURNER: Honest mistake. Good
21 afternoon. I'm Michael Turner from Local 2209. I do
22 proudly accept the nomination.

23 Thank you.

24 VICE PRESIDENT DITTES: Thank you.

25 Our last candidate, Sharon Bell. Come to

1 accept or reject.

2 Mic 6.

3 SHARON BELL: Good afternoon, brothers and
4 sisters in solidarity.

5 My name is Sharon Bell. I'm from Local 598,
6 Region 1D. It is an honor and a privilege to accept
7 this nomination.

8 I thank you. God bless you all.

9 (Applause)

10 VICE PRESIDENT DITTES: Thank you.

11 That will complete that.

12 Now, we have the nominations for the two open
13 positions of UAW Trustees. This position will be voted
14 on roll call vote by the delegates of the 38th UAW
15 Constitutional Convention.

16 Per Article 10, Section 17, there is one
17 Trustee position, which is to fill a term of the office
18 through 2030.

19 Per Article 51, Section 3, the second Trustee
20 position is for a full three-year term, 12 years. For
21 three terms, 12 years. That is 2022 to 2034. And we
22 will begin the nominations to complete the term of
23 office through the opening through 2030.

24 We will do the similar that we just did for
25 the officers. Delegates who wish to nominate a Trustee

1 will be acknowledged. We will go around the hall in
2 the same fashion.

3 And to be nominated, you must be
4 acknowledged. You must be a delegate. And, of course,
5 it is the five-minute rule limitation.

6 So we'll start this over again and we'll go
7 right back to where we started to take nominations for
8 the position. Let me just -- just getting
9 clarification.

10 There are two openings. This first
11 nomination, we must do these separate, is the one that
12 runs to 2030. The other one will run to 2034.

13 Just to be clear, just to be clear,
14 nominations must come from seated delegates.

15 Point of Clarification, mic 8.

16 DELEGATE TIM BOYD: Thank you.

17 Tim Boyd, Local 12.

18 I'm curious. We're doing two Trustee
19 positions, since they're both basically the same
20 office, if they lose on the first one, can they then
21 run on the second one?

22 VICE PRESIDENT DITTES: I'm going to turn
23 around and get that answer. The answer is yes.

24 Thank you.

25 Okay. We are going to open up the

1 nominations.

2 We got another one. Back here, it looks
3 like, 9A, Region 9 A.

4 Mic 6. I think it's 9A.

5 DELEGATE EVAN MACKAY: Hello, my name is Evan
6 Mackay. I'm from Local 5118 in Region 9A, under
7 Beverly Brakeman.

8 My question is, if you can clarify the way we
9 are going to be voting today because we are going to
10 voting for two people for Trustee?

11 Is this in one ballot where we have two
12 votes? Is this in serial voting, so we will have one
13 vote and then we will have a second vote?

14 I just want to have clarity over how many
15 votes we, as delegates, will have, and how this process
16 works to have two elected Trustees today.

17 VICE PRESIDENT DITTES: We will -- we will
18 check with the auditors.

19 But first of all, it's a roll call vote if
20 there are multiple candidates. So we will check on
21 that. Just stay at mic 6.

22 Okay. Each election will have its own
23 nomination, and it will have its own voting process.

24 Thank you.

25 Clear?

1 DELEGATE EVAN MACKAY: For clarity, we will
2 only be voting -- we will have a first roll call vote,
3 you can only say one person's name who you support; and
4 then there will be afterwards, additional nominations?

5 VICE PRESIDENT DITTES: That's -- that's
6 exactly how it works. The first one will be the term
7 ending in 2030. And you take the candidates and you
8 vote for that one of your choice. We will then do the
9 same thing for the term ending in 2034. So there will
10 be two separate votes.

11 DELEGATE EVAN MACKAY: Thank you.

12 VICE PRESIDENT DITTES: Okay. Okay.

13 We ready?

14 We are going to take the nominations for the
15 Trustee ending in 2030. And we're going to go right
16 back to Region 1D.

17 Are there any nominations for that office?

18 Seeing nobody standing -- oh, I see a white
19 card under where it says Fighting for Retirees.

20 Mic 4.

21 DELEGATE ROBERT SMITH: Bob Smith, Local 167
22 under Director Steve Dawes and Assistant Director Scott
23 Zuckschwerdt.

24 I nominate Emilio Ramirez.

25 (Applause)

1 VICE PRESIDENT DITTES: Thank you, Brother.

2 (Applause)

3 VICE PRESIDENT DITTES: Are there any other
4 nominations for Region 1D Trustee?

5 I see standing, waving. Mic 4.

6 DELEGATE SCOTT SWANSON: Scott Swanson from
7 Local 2275 in Saginaw, Michigan.

8 I'd like to nominate Dana Davidson.

9 (Applause)

10 VICE PRESIDENT DITTES: Thank you, Brother.

11 Are there any other nominations in Region 1D
12 for the Trustee?

13 Seeing no hands, we're going to move to the
14 back of the hall, Region 2B. Any nominations for
15 Trustee?

16 All the way in the back, standing, come to
17 mic 8.

18 DELEGATE JOHN CLEMENS: John Clemens, Local
19 1686.

20 I'd like to nominate a past president three
21 times, Financial Secretary once. He's president --
22 current president of Local 1765, Ryan McClurg.

23 VICE PRESIDENT DITTES: Thank you.

24 Are there any other nominations for Trustee
25 in Region 2B?

1 Is that a signal there? Right there across
2 the wall.

3 Come across, Sergeant-At-Arms, I think, mic
4 8.

5 DELEGATE NAME: Good afternoon, my name is
6 Shichris (ph) Graell, Local 14, Toledo, Ohio.

7 I'd like to nominate Emilio Ramirez.

8 VICE PRESIDENT DITTES: Thank you, Brother.

9 Are there any other nominations in Region 2B?

10 Seeing none, we're moving across the aisle
11 way to Region 1A, soliciting nominations for Trustee.

12 Any nominations in Region 1A? Seeing no
13 hands, we're moving forward to the front of the room.

14 Region 1, please stand. There's a white
15 paper. Move to mic 3, please.

16 DELEGATE DAVID SANDOVAL: Brothers and
17 sisters, my name is David Sandoval.

18 I'm from a tier-one supplier and world class
19 seat builder, Bridgewater Interiors from Warren,
20 Michigan. And we are under the guidance of the Local
21 400 President, Johnny Verellen, and Vice President
22 Chris Gilbert, Jr., and under the guidance of Region 1
23 Director James Harris.

24 (Applause)

25 DELEGATE DAVID SANDOVAL: My nomination for

1 Trustee is Roberta Gainer.

2 Thank you.

3 VICE PRESIDENT DITTES: Thank you.

4 (Applause)

5 VICE PRESIDENT DITTES: Are there any other
6 nominations in Region 1? Any other?

7 Moving across the aisle way, Region 8. Any
8 nominations in Region 8 for Trustee?

9 Seeing no hands or standing, moving back to
10 Region 9.

11 Are there any nominations for Trustee?

12 Right there, mic 7.

13 DELEGATE WENCESLAO VALENTIN, III: Wence
14 Valentin, UAW Local 774, Region 9.

15 I nominate Roberta Gainer for Trustee. She
16 has served our local union --

17 (Applause)

18 DELEGATE WENCESLAO VALENTIN, III: -- in
19 several leadership positions elected to Trustee, first
20 Vice President, and a four-time delegate.

21 As you heard here, she is very passionate
22 about the UAW. She does her homework and holds people
23 accountable.

24 She's a very tough mentor, and we clash a lot
25 at the local union. She calls it tough love.

1 She has a bachelor's degree in business
2 administration and legal studies. She is a core team
3 leader in our Gen 5, 8C, and aluminum engine for the
4 Corvette, Escalade, Tahoe, and Silverado.

5 VICE PRESIDENT DITTES: Thank you.

6 (Applause)

7 VICE PRESIDENT DITTES: Are there any other
8 nominations in Region 9?

9 Right here in the aisle near 6.

10 DELEGATE RYDER LITTLEHJOHN: Good afternoon,
11 sisters and brothers.

12 Ryder Littlejohn out of Local 897 in Buffalo,
13 New York. I proudly nominate Patrick Radtke, the
14 fearless president of Local 897for Trustee.

15 VICE PRESIDENT DITTES: Thank you.

16 Are there any other nominations in Region 9
17 for Trustee?

18 Seeing none, moving across the aisle, Region
19 9A, are there any other nominations for Trustee?

20 Seeing none, I'm going to move forward to
21 Region 4. Any other -- any nominations for Trustee,
22 Region 4?

23 Seeing no hands, we went across the hall.
24 Are there any other nominations across the hall for
25 Trustee?

1 Are there any other nominations?

2 Are there any other nominations?

3 Seeing none, nominations are closed.

4 Now, we will do the same thing, and we will
5 ask the candidates -- we will ask the candidates if
6 they accept. Same rules, yes or no, no speeches.

7 First one, Pat Radtke.

8 Pat, if you're on the floor, someone please
9 identify. Anywhere know where? Mic 6.

10 Hold your thought. Point of Order somewhere
11 over there by mic 8. Go ahead.

12 UNIDENTIFIED DELEGATE: Being as we're
13 voting, I would like to ask if you could give them each
14 two minutes to tell us something about themselves
15 because this is the first time I've seen most of them
16 in my life.

17 I'll make a motion to that.

18 (Motion made)

19 VICE PRESIDENT DITTES: I don't know that
20 that's -- Brother, that motion is out of order.

21 As much as we could have established that in
22 the beginning, these rules have been consistent from
23 the start. I'd ask you to withdraw your motion because
24 we would have done it all the way through, Brother.

25 UNIDENTIFIED DELEGATE: Point of Order, we're

1 not voting for the rest of them today. We are voting
2 for these today. We got time to figure out the rest of
3 these candidates. We don't have time to talk to these
4 people or even figure out information about them.

5 So, I'm sorry, it's not the same thing.

6 VICE PRESIDENT DITTES: Okay. You're out of
7 order, Brother.

8 UNIDENTIFIED DELEGATE: I will not withdraw
9 my motion.

10 VICE PRESIDENT DITTES: Okay. We'll move
11 back to the acceptance of the nominations.

12 Mic 6, Pat Radtke.

13 PATRICK RADTKE: Brothers and sisters, I
14 humbly accept.

15 Thank you.

16 VICE PRESIDENT DITTES: Thank you.

17 Moving on to the next candidate, Roberta
18 Gainer.

19 (Cheers and applause)

20 VICE PRESIDENT DITTES: Roberta, mic 7.

21 All right. Hold on. Hold your thought.

22 We have -- go ahead, mic 8. Point of Order?
23 Point of Information? Clarification? I didn't hear
24 it.

25 DELEGATE TIM BOYD: Along that Brother's

1 motion, I'll do the -- Tim Boyd, Local 12. Sorry.

2 Along that Brother's motion, again, I'll do
3 the same thing I did the other day. I'll ask this
4 membership to suspend the rules with a two-thirds
5 majority so that we can hear from the candidates for,
6 like he said, for two minutes.

7 UNIDENTIFIED DELEGATE: Second. Second.

8 (Applause)

9 VICE PRESIDENT DITTES: Okay. We have --
10 hold on. There's a motion on the floor. There's a
11 motion on the floor.

12 (Motion made)

13 VICE PRESIDENT DITTES: Does it have support?

14 Okay. We'll take another Point of Order on
15 mic 8.

16 DELEGATE TERRI SYKES: Terri Sykes, UAW Local
17 777 president.

18 My thing is, I run for -- ran for things many
19 of times. All this having to sit and listen to these
20 candidates give a speech is BS to me because they
21 should have been working the room when they walked in
22 the damn room.

23 (Cheers and applause)

24 VICE PRESIDENT DITTES: Thank you, Sister,
25 but there is a motion on the floor to learn more about

1 the candidates and it had support.

2 It will take two-thirds of the delegates here
3 to make it happen.

4 Point of Order. Find -- where you at? Raise
5 your hand. Mic 4.

6 DELEGATE ROBERT SMITH: Bob Smith, Local 167.

7 Under Robert's Rules of Parliamentary Order
8 Revised Edition, a Point of Order is to point out a
9 breaking of the rules. The Point of Order that was
10 used to bring the motion was, itself, out of order. So
11 we need to just move on with the rules that were
12 established from the beginning.

13 Thank you.

14 (Applause)

15 VICE PRESIDENT DITTES: Brother, we heard you
16 on mic 4, and we were aware that, you know, it was not
17 a Point of Order. Order was already set. It was a
18 Point of Information.

19 But, we have a motion on the floor. We want
20 to do the will of the delegates. It will require
21 two-thirds of the delegates here, to come out and
22 change and allow the candidates to speak about
23 themselves.

24 So I think we're going to bring the
25 individual who brought the motion, back to mic 8. I'm

1 going to ask you to restate your motion again, please,
2 Brother.

3 UNIDENTIFIED DELEGATE: I'd like to make a
4 motion to give them two minutes to speak so we know a
5 little bit about them. I don't know if that's too much
6 of our time since we're going to be voting them in for
7 8 to 10 years or 12 years or whatever it was. That's a
8 long time to be stuck with someone you didn't know
9 nothing about.

10 VICE PRESIDENT DITTES: There is a motion on
11 the floor, which has support, for each candidate to
12 give them two minutes to talk about them self, not just
13 their nominators.

14 All those in favor, please stand.

15 Delegates, please stand. All those in favor.

16 We got a -- okay. You know what?

17 Point of Order where? Mic 6, go ahead.

18 Point of Order.

19 DELEGATE JORDAN BARBEAU: Thank you,
20 Mr. Chairman, Jordan Barbeau, Local 2320 out of Region
21 9A.

22 I'd like to offer a friendly amendment to
23 suggest that the Trustees be elected on the same
24 mailed-out ballot that the rest of the IEB positions
25 will be on so that we actually have time to get that

1 information.

2 VICE PRESIDENT DITTES: You're out of order.
3 That's already been determined. It was in the rules.
4 The rules were adopted, Sister. They were adopted.

5 DELEGATE JORDAN BARBEAU: This body can --
6 can adjust the rules.

7 VICE PRESIDENT DITTES: Those rules are set,
8 set by the Monitor. Those things are completed. We
9 just completed the rules. We sent them off. You're
10 out of order, Sister.

11 Yes? Mic 6. I see you with the blue shirt.
12 I know, the wife did it. I know. I heard.

13 DELEGATE ROBERT REYNOLDS: I just -- that's
14 it.

15 VICE PRESIDENT DITTES: Go ahead.

16 DELEGATE ROBERT REYNOLDS: Hey, Terry, enjoy
17 retirement.

18 Bob Reynolds, Local 897.

19 Are we voting on, to suspend the rules?
20 Right now, --

21 VICE PRESIDENT DITTES: No.

22 DELEGATE ROBERT REYNOLDS: -- I just want
23 clarity. Are we voting on the amendment?

24 VICE PRESIDENT DITTES: So we are voting on
25 the motion --

1 DELEGATE ROBERT REYNOLDS: On the motion.

2 VICE PRESIDENT DITTES: -- by the brother
3 back here, I believe, it was Region 2B, who wants to
4 give the candidates two minutes, even though the rules
5 were established when we went here.

6 So that is -- that is what it is.

7 DELEGATE ROBERT REYNOLDS: Okay. I just want
8 to know.

9 So we're voting on the motion on the floor?

10 VICE PRESIDENT DITTES: So all those people
11 who are standing, please sit for the moment. You know,
12 I'm sorry.

13 So we're going to -- this is what we're
14 voting on here. The brother made the motion and asked
15 for two minutes.

16 In fact, please come back to the mic. Please
17 come back to mic 8, so we make sure we got it right.
18 We might have a few more interjections.

19 Please repeat yourself again.

20 UNIDENTIFIED DELEGATE: I asked that we give
21 them two minutes to tell us a little bit about
22 themselves since we're voting them in for 10, 12 years,
23 since I only know about three that's running. And I --
24 there might be a better candidate, and I might get
25 something out of their two minutes that says I want

1 this person.

2 So it's least respectful for the people
3 trying to run and fill positions for our whole union --

4 VICE PRESIDENT DITTES: Okay.

5 UNIDENTIFIED DELEGATE: -- to give them a
6 chance to at least be heard because they ain't got no
7 other chance to campaign.

8 VICE PRESIDENT DITTES: Okay. So there's a
9 motion on the floor. It has support.

10 (Motion made and supported)

11 VICE PRESIDENT DITTES: Is there any
12 discussion on the motion?

13 I have a hand back here in Region 9.

14 Yes, mic 7.

15 DELEGATE JAMES SYCHAK: Hi, Jamie Sychak,
16 Local 3303, Region 9.

17 I just -- I have a question. If they're not
18 here, how are they going to get their two minutes? How
19 is that fair to them if they're not here?

20 VICE PRESIDENT DITTES: I can't answer that,
21 Brother. Can't answer it.

22 Are there -- is there any other discussion on
23 the motion over here, for the two minutes for the
24 candidates?

25 Right here, yellow folder. Mic 3 probably

1 closest.

2 DELEGATE JOYCE THOMAS-VILLARONGA: Joyce
3 Thomas-Villaronga, UAW Local 2350 president, Region 8,
4 Mitch Smith and Tim Smith.

5 Anyway, I'm just going to give you some food
6 for thought. I'm really tired like the rest of y'all.
7 However, we may not have been in the trouble we were in
8 because you have three trustees that should have cut
9 the bullshit to begin with, and then we wouldn't be
10 having the problem we're having going on.

11 So I'm kind of leaning toward letting them
12 talk so I can hear about them because I don't know most
13 of these people. I'm from California.

14 (Applause)

15 VICE PRESIDENT DITTES: Thank you.

16 Any other discussion?

17 White folder. It looks like Region 1A.

18 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,
19 UAW Local 174.

20 What are we afraid of? Why don't we allow
21 candidates to talk?

22 We have candidate forums all the time for
23 candidates running for every job from president to
24 local dog catcher, but we don't want to allow our
25 trustees two minutes each to speak? It doesn't make

1 sense.

2 What are we afraid of? That's not
3 transparency. If we're trying to do the right thing,
4 let's do the right thing.

5 (Applause)

6 VICE PRESIDENT DITTES: Any further
7 discussion?

8 Region 1A, right there holding the white --
9 head to mic 7.

10 DELEGATE THOMAS WEBBER: Thomas Webber, Local
11 600, Region 1A.

12 Call the question.

13 (Applause)

14 VICE PRESIDENT DITTES: Motion on the floor
15 to call the question. Does it have support?

16 (Motion made and supported)

17 VICE PRESIDENT DITTES: All those in favor of
18 calling the question, please rise. Calling the
19 question to end debate. Those opposed --

20 Please sit down, you have it.

21 Those opposed, please stand up.

22 Debate has ended. The ayes have it.

23 (Applause)

24 VICE PRESIDENT DITTES: Okay. So now, we
25 have the motion. The motion's been on the floor. It's

1 got support. So we're at the point, we are going to
2 vote on the motion of the brother for two minutes'
3 time. We have ended debate.

4 So all those in favor of the motion that's on
5 the floor, please stand at your place. Please stand.

6 Those standing up supporting the motion for
7 two minutes of speech, we are going to have people come
8 and count. We're going to give you an official count.

9 All right. You can all be seated.

10 For the motion, for all those against the
11 motion for two minutes for the trustees to speak,
12 please stand and someone will come count you. Against
13 the motion for the Trustees to speak. Please stand in
14 place.

15 I know it's inconvenient. I know it's late,
16 but this is democracy. We need to register the votes.

17 Okay. We're going to call back to order.

18 Please, everybody be seated.

19 I'll give you the results of the motion for a
20 two-minute speak. So the vote was taken, which
21 required 484 yes votes. There were 559 delegates that
22 voted against the motion, and 166 for the motion. The
23 motion failed. We will now resume the candidates
24 accepting office.

25 (Motion defeated)

1 (Applause)

2 VICE PRESIDENT DITTES: I believe we left off
3 mic 7, Roberta Gainer.

4 (Cheers and applause)

5 ROBERTA GAINER: I humbly accept this
6 nomination from my president, and from the guy from
7 Region 400 -- or Local 400. I thank you and I had no
8 problem speaking for two minutes. You know me.

9 (Applause)

10 VICE PRESIDENT DITTES: Thank you.

11 The next candidate to come accept or reject,
12 Bryan McClurg. Mic 8.

13 It looks like, Bryan, you can go to mic 8.

14 BRYAN MCCLURG: For honesty and integrity, I
15 will accept this nomination.

16 VICE PRESIDENT DITTES: Thank you.

17 The next candidate is Dana Davidson.

18 Oh, I'm sorry. Please come to the mic.

19 DANA DAVIDSON: Good afternoon, brothers and
20 sisters. While I am very honored to be nominated to
21 this position, I would like to lend my support to
22 Emilio Ramirez who is also --

23 (Applause)

24 DANA DAVIDSON: -- running in this position.
25 I'm more interested in the second position.

1 So, thank you.

2 (Applause)

3 VICE PRESIDENT DITTES: Emilio Ramirez.

4 (Applause)

5 VICE PRESIDENT DITTES: Mic 8.

6 EMILIO RAMIREZ: Emilio Ramirez, president of
7 Local 5242, Region 2B, under Wayne Blanchard.

8 I humbly accept this, and I respect Dana.

9 Thank you for that nod. I will bring integrity and
10 honesty to the position.

11 Thank you.

12 VICE PRESIDENT DITTES: Thank you. We will
13 move on to the next office.

14 So we are preparing for the roll call for
15 those that accepted that nomination.

16 So bear with us a few minutes. Our auditors
17 are getting together, because as you know on a roll
18 call vote, it's based on per capita and voting
19 strength.

20 Brothers and sisters, those candidates for
21 the Trustee position, if you could come to the front
22 stage. Emilio, Bryan, Roberta, Patrick, please come
23 here up front. We want to make sure that your names
24 are spelled correctly.

25 So right over here, Todd Brian waving his

1 hand. We want to make sure that we have them spelled
2 right.

3 Thank you.

4 Delegates, brothers and sisters, if we could
5 make our way back to the seats, we worked on the
6 technical portion for our voting and we are -- we are
7 ready to do this, but we're going to give you a few
8 minutes.

9 Sergeant-at-Arms in the back, if you could
10 call delegates back in the room. We want to make sure
11 we have the room full so every local can cast their
12 votes.

13 So any staff or Sergeant-at-Arms in the back
14 of the building, please encourage them to come in.
15 Some may be out smoking. We'll give them a few
16 minutes.

17 We want to call the convention back to order.
18 We are getting ready to do our roll call vote for the
19 first open position of Trustee.

20 So as in the past, in numerical order from
21 lowest to highest, your local will be called out. You
22 will be given a mic to go to. You will say who it is
23 you choose out of this list.

24 Your voting per capita will be registered
25 with our Auditing Department. So if you have 10 votes

1 and it's local this for 10, it will be registered
2 there.

3 It's also built in, once there's a certain
4 amount of votes, if that should happen, the Auditing
5 Department will alert me so we can call the race.

6 Again, we said this earlier. If a voting
7 local comes up and there's a split in the vote, that's
8 absolutely fine. You can vote as a block. You can
9 vote all the votes. But if there's objections, we will
10 go to your per capita strength to register those votes.
11 Okay?

12 I know you've done this before, but we might
13 get better at it because we're going to do it again.

14 So I see most seats are filled now. So we
15 are -- we're going to -- we're going to start in Region
16 2B. You're going to come up to the microphone, and
17 we're going to start with Local 5 to cast your vote for
18 Trustee of the International Union.

19 So Local 5, if you could just raise your hand
20 where you're at, mic 8, please.

21 UNIDENTIFIED DELEGATE: Good afternoon, Local
22 5 votes in favor for Emilio Ramirez.

23 VICE PRESIDENT DITTES: Thank you.

24 That's the whole block. Okay.

25 Next local's in Region 1, Local 7. Mic 4.

1 If you're voting as a block, one person can
2 come. If it's split, please go all up to the mic
3 together.

4 DELEGATE MECHELLE DAVIS: My name is Mechelle
5 Davis, and I'm taking my 6.857 votes and giving it to
6 Emilio.

7 VICE PRESIDENT DITTES: Thank you.
8 Next.

9 DELEGATE ERIC FLEMMING: My name is Eric
10 Flemming, and I'm taking my 6.857 to Emilio.

11 VICE PRESIDENT DITTES: Thank you.

12 DELEGATE LUVIGJ NIKOLAJ: My name is Luvigj
13 Nikolaj, and I am taking my 6.857 to Emilio Ramirez.

14 VICE PRESIDENT DITTES: Thank you.

15 DELEGATE LYNDIA JACKSON: My name is Lynda
16 Jackson, and I'm giving my 6.857 votes to Emilio
17 Ramirez.

18 DELEGATE EMMETT SUGGS: I am Emmett Suggs.
19 I'm giving my 6.857 votes to Emilio Ramirez.

20 DELEGATE JOHN MORGAN: Good afternoon. My
21 name is John Morgan. My 6.857 votes goes to Emilio
22 Ramirez.

23 DELEGATE DONALD FOSTER: My name is Donald
24 Foster, and my 6.857 votes go to Roberta Gainer.

25 (Applause)

1 VICE PRESIDENT DITTES: Okay. So that
2 completes the voting for Local 7.

3 Local 9, Region 2B. Region 2B, mic 8.

4 DELEGATE LATOYA JOHNSON: Good afternoon, my
5 name is Latoya Johnson from Local 9, 2B, under the
6 leadership of Holly -- Wayne Hollywood Blanchard. I
7 proudly cast all my Local 9 votes for Emilio Ramirez.

8 VICE PRESIDENT DITTES: Thank you.

9 Next local is 9X. And that is in Region 4.
10 Mic 2, please.

11 UNIDENTIFIED DELEGATE: Local 9 is going to
12 cast its block of votes for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Next local, Local 10, Region 8.

15 DELEGATE JIMMY HYDE: Jimmy Hyde. We'll be
16 casting our vote for Emilio Ramirez.

17 VICE PRESIDENT DITTES: Thank you.

18 Next one is Local 12, Region 2B.

19 Mic 8, I believe. Thank you.

20 DELEGATE JODY RUSSELL: Local 12 casts 92.556
21 of its votes. We have one member from the Jeep Unit
22 that's abstained.

23 VICE PRESIDENT DITTES: Can you repeat that
24 again? That was hard to hear. Please.

25 DELEGATE JODY RUSSELL: Local 12 is casting

1 92.556 of its votes. One member is abstained.

2 VICE PRESIDENT DITTES: Please state your
3 name.

4 DELEGATE JODY RUSSELL: Jody Russell, Local
5 12.

6 VICE PRESIDENT DITTES: Delegate, correct.
7 Who?

8 DELEGATE JODY RUSSELL: I'm sorry, we're
9 voting for Emilio Ramirez.

10 VICE PRESIDENT DITTES: I couldn't -- what
11 are your -- she's 92. Did you get that, Pam?

12 Sister, could you please go back to mic 8?
13 Okay.

14 DELEGATE JODY RUSSELL: We have one member
15 that's abstaining from the vote.

16 VICE PRESIDENT DITTES: Okay. Who is
17 abstaining?

18 DELEGATE JODY RUSSELL: Tim Boyd, Local 12,
19 Jeep Unit.

20 VICE PRESIDENT DITTES: Okay. And the rest
21 of the votes?

22 DELEGATE JODY RUSSELL: Are for -- casted for
23 Emilio Ramirez.

24 VICE PRESIDENT DITTES: From? And your name
25 again?

1 DELEGATE JODY RUSSELL: Jody Russell, Local
2 12, Jeep Unit.

3 VICE PRESIDENT DITTES: Thank you.

4 Local 14, Region 2B, mic 8.

5 DELEGATE RHONI CLARK: Hello. I'm Rhoni
6 Clark, Local 14. All our votes are going for Emilio
7 Ramirez.

8 Thank you.

9 VICE PRESIDENT DITTES: Thank you.
10 Region 1, Local 22.

11 DELEGATE LARRY DAVIS: Larry Davis. For
12 Local 22, we're putting all our votes on Emilio
13 Ramirez.

14 VICE PRESIDENT DITTES: Thank you, Brother.
15 Region 4, Local 31.

16 DELEGATE SHAWANA WOODS: Good afternoon.
17 Shawana Woods of Local 31, in Region 4, under the great
18 direction of a well-deserved soon to be retiree, Ron
19 McInroy. Thank you for your service and excellent
20 leadership, and Assistant Director Brad Dutcher.

21 We, the delegates, of Local 31, cast all of
22 our votes for Emilio Ramirez.

23 VICE PRESIDENT DITTES: Thank you.

24 We are going to move to Region 1A, Local 38.

25 DELEGATE SCOTT GEER: My name is Scott Geer,

1 from Local 38. We'll use all of our votes for Emilio
2 Ramirez.

3 VICE PRESIDENT DITTES: Thank you.

4 We are going to stay in -- we'll go to Region
5 1, Local 44.

6 DELEGATE TROY EAGLE: Troy Eagle, Local 44,
7 vote for Emilio Ramirez.

8 VICE PRESIDENT DITTES: Region 1, Local 51.
9 Local 51, mic 4.

10 DELEGATE VAQUITA TAYLOR: Hi. Greetings.

11 My name is Vaquita Q. Taylor, Local 51. We
12 are going to do a block vote for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 9, Local 55, mic 6.

15 VICE PRESIDENT DITTES: Mic 6.

16 DELEGATE JAMES KOTOWSKI: Jim Kotowski,
17 Local 55.

18 We put all our votes for Emilio Ramirez.

19 VICE PRESIDENT DITTES: Thank you.

20 Region 1D, Local 62.

21 Mic 4.

22 DELEGATE RICK JAMES: Rick James, Local 62.

23 We cast our vote for Emilio Rodriguez (sic).

24 (Applause)

25 VICE PRESIDENT DITTES: Thank you.

1 Region 2B, Local 70.

2 Did you get it?

3 Region 2B, mic 8.

4 DELEGATE JESSE WEBB: I am Jesse Webb, from

5 Local 70.

6 We are putting all our votes on Emilio

7 Ramirez.

8 VICE PRESIDENT DITTES: Thank you.

9 Going to go to Region 4, Local 74.

10 Mic 2.

11 DELEGATE MICHAEL SHAW: Mike Shaw, Local 74,

12 block vote for Emilio.

13 VICE PRESIDENT DITTES: Thank you. We are

14 going to stay in Region 4, Local 75.

15 DELEGATE JOSEPH NEU: Joseph Neu, Local 75,

16 Milwaukee.

17 Roberta Gainer.

18 VICE PRESIDENT DITTES: Thank you.

19 Going to move to Region 8, Local 76.

20 Mic 4. I'm sorry.

21 DELEGATE JULIAN VILLAFANA: Julian Villafana,

22 Local 76.

23 We are voting for Emilio.

24 VICE PRESIDENT DITTES: Thank you.

25 Region 4, Local 79.

1 Mic 1.
2 DELEGATE JACOB LOYD: Jacob Loyd, Local 79.
3 Our votes are going to Emilio.
4 VICE PRESIDENT DITTES: Thank you.
5 We are going to go way in the back,
6 Region 2B, Local 86.
7 Mic 8.
8 DELEGATE ERIC BLOSSER: Hi. My name is Eric
9 Blosser.
10 Cast all our votes for Local 86 for Emilio.
11 VICE PRESIDENT DITTES: Thank you.
12 Back to Region 4, Local 94.
13 Mic 2.
14 DELEGATE DAVID ROBINSON: David Robinson,
15 Local 94.
16 Block vote for Emilio.
17 Congratulations, Ron.
18 VICE PRESIDENT DITTES: Region 4, Local 95.
19 DELEGATE TIMOTHY SILHA: Five, all our votes
20 for Emilio.
21 VICE PRESIDENT DITTES: Okay. Thank you.
22 Region 1D, Local 113.
23 Mic 4.
24 DELEGATE CHEYENNE WILLIAMS: Cheyenne
25 Williams, Local 113.

1 Emilio Ramirez.

2 VICE PRESIDENT DITTES: Thank you.

3 Region 8, Local 119.

4 Right here, mic 3.

5 DELEGATE OLIVER EDMONDSON: Oliver Edmondson,

6 Local 119 votes for Emilio Ramirez.

7 VICE PRESIDENT DITTES: Thank you.

8 Region 4, Local 125.

9 DELEGATE MARRIN JOSEPH: Emilio Ramirez.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 2B, Local 128.

12 Mic 8.

13 DELEGATE TERRY MAYL: Terry Mayl.

14 All the votes would go to Emilio.

15 VICE PRESIDENT DITTES: Thank you.

16 Region 8, Local 129.

17 Mic 2.

18 DELEGATE NATHAN STRANGE: Local 129, Nathan

19 Strange.

20 All our votes are for Emilio.

21 VICE PRESIDENT DITTES: Thank you.

22 Region 1 -- it was Emilio. Block vote.

23 Wasn't broken up.

24 What's wrong?

25 We have got a Point of Information.

1 Okay. We have got Point of Information.

2 Take mic 4.

3 UNIDENTIFIED SPEAKER: We, at these screens,
4 are observing the numbers are not changing.

5 VICE PRESIDENT DITTES: We are working on
6 that, Brother.

7 UNIDENTIFIED SPEAKER: Thank you.

8 VICE PRESIDENT DITTES: Region 1D, Local 138,
9 mic 4.

10 DELEGATE ROBERT FRAMPTON: Rob Frampton,
11 Local 138.

12 I vote for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 1, Local 140, mic 4.

15 DELEGATE ERIC GRAHAM: Eric Graham,
16 President, Local 140.

17 I cast my votes for Emilio Ramirez.

18 VICE PRESIDENT DITTES: Excuse me, Brother.

19 Is that an individual vote?

20 DELEGATE ERIC GRAHAM: No, it's not.

21 VICE PRESIDENT DITTES: It's not a block
22 vote?

23 DELEGATE ERIC GRAHAM: Individual vote.

24 VICE PRESIDENT DITTES: Okay. Thank you.

25 DELEGATE CARMEN BURKE: Carmen Burke,

1 Local 140.

2 My votes are going to Emilio Ramirez, 6.4.

3 DELEGATE RANDALL PEARSON: I can go now?

4 Thank you very much.

5 Randall D. Pearson, from Local 140.

6 I cast my vote for Emilio Ramirez.

7 VICE PRESIDENT DITTES: Thank you.

8 DELEGATE D'URVALLE ROBINSON: Good afternoon.

9 D'Urvalle Robinson, Local 140.

10 Cast my vote for Emilio Ramirez.

11 VICE PRESIDENT DITTES: Thank you.

12 DELEGATE RONALD BOYER: Good afternoon.

13 Ronald Rich Boyer.

14 I cast my votes for Roberta Gainer.

15 VICE PRESIDENT DITTES: Thank you.

16 All right. We are going to move to

17 Region 2B, Local 151.

18 Mic 8.

19 Not here?

20 Coming to the mic.

21 DELEGATE ROBERT HOOP: Robert Hoop, 151.

22 Emilio Ramirez.

23 VICE PRESIDENT DITTES: Thank you.

24 Region 1, Local 155.

25 DELEGATE CHRISTOPER ROBSON: Chris Robson,

1 Local 155.

2 All 47 votes for Emilio Ramirez.

3 VICE PRESIDENT DITTES: Thank you.

4 Region 1, Local 160.

5 DELEGATE MARTIN TUTWILER: Martin Tutwiler,

6 Local 160.

7 Cast my vote for Roberta Gainer.

8 DELEGATE JOHN HALL: John Hall, Local 160.

9 The remaining votes for 160 will go to Emilio

10 Ramirez.

11 VICE PRESIDENT DITTES: Thank you.

12 Region 1A, Local 163. Mic 8.

13 DELEGATE PETER POTTS: Pete Potts, UAW

14 Local 163.

15 We cast all our votes for Emilio Ramirez.

16 VICE PRESIDENT DITTES: Thank you.

17 DELEGATE PETER POTTS: Yeah.

18 VICE PRESIDENT DITTES: Okay. All right.

19 Did we get through 163 yet? I am sorry.

20 Local 163, Region 1A.

21 Go ahead.

22 DELEGATE ROBERT SMITH: Robert Smith,

23 Local 167.

24 All of our votes go to Emilio Ramirez.

25 VICE PRESIDENT DITTES: Region 8, Local 171.

1 DELEGATE MATTHEW CODY: Matt Cody, Local 171.
2 All of our votes are going to Emilio Ramirez.
3 VICE PRESIDENT DITTES: Thank you.
4 Region 1A, Local 174, mic 7.
5 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,
6 174.
7 I want to vote my vote for Roberta Gainer.
8 (Applause)
9 DELEGATE SHEILA DRAPER: UAW Local 174,
10 Sheila Draper.
11 The rest of our delegates vote for Emilio
12 Ramirez.
13 VICE PRESIDENT DITTES: Thank you.
14 Region 8, Local 179, mic 3.
15 DELEGATE JUAN CISNEROS: Juan Cisneros,
16 Local 179.
17 And our vote is for Emilio Ramirez.
18 VICE PRESIDENT DITTES: Thank you.
19 Region 4, Local 180.
20 DELEGATE YASIN MAHDI: Yasin Mahdi, Local 180
21 President.
22 We cast all our votes for Emilio Ramirez.
23 VICE PRESIDENT DITTES: Thank you.
24 Region 1A, Local 182.
25 Mic 8, I think, yes.

1 DELEGATE SARA SCHAMBERS: Sara Chambers. I
2 am representing all of Local 182.

3 And we are voting for Emilio Ramirez.

4 VICE PRESIDENT DITTES: Thank you.

5 Region 8, Local 186.

6 DELEGATE ANDREW WEAKLAND: Andy Weakland,
7 Local 186.

8 Emilio Ramirez.

9 VICE PRESIDENT DITTES: Thank you.

10 Region 9, Local 204, mic 6.

11 DELEGATE JEFFREY BISI: Jeff Bisi, UAW
12 Local 204, for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 2B, Local 211.

15 There's someone at mic 8.

16 DELEGATE LARRY COOPER: Yes. I am Larry
17 Cooper, from Local 211, Director Wayne Blanchard,
18 Assistant Director Jeff Shrock.

19 Put all of our votes for Emilio Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 1, Local 212. Mic 3.

22 DELEGATE SCOTT MOLDENHAUER: UAW Local 212,
23 Scott Moldenhauer, Unit Chairman.

24 We are going to do a block vote for Emilio
25 Ramirez.

1 VICE PRESIDENT DITTES: Thank you.

2 Stay in Region 1. Local 228.

3 They are not here?

4 We are going to go to 218. But that's in
5 Region 8. We are going to do that one. And then we
6 will move to 228.

7 218, mic 2.

8 DELEGATE JAMES BRADSHAW: James Bradshaw,
9 218.

10 All our votes are going towards Emilio
11 Ramirez.

12 VICE PRESIDENT DITTES: Thank you.

13 Now we will go to 228, in Region 1, mic 4.

14 DELEGATE MICHAEL SNEAD: Good afternoon.

15 Michael Snead, President, Local 228, under the
16 leadership of James Harris and Assistant Director Jason
17 Craig.

18 Our block of votes are going to Emilio
19 Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 8, Local 230, mic 2.

22 DELEGATE RONDA EDWARDS: My name is Ronda
23 Edwards. I am at Local 230.

24 We vote for Emilio.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 1A, Local 245, mic 7.

2 DELEGATE PAUL VERGARI: Good afternoon.

3 My name is Paul Vergari, on behalf of my
4 fellow delegates, Kirk Brayman, Joe, Pete Joseph, Mark
5 Hicks.

6 We block vote for Emilio Ramirez.

7 VICE PRESIDENT DITTES: Thank you.

8 We are going to move to Region 4, Local 249,
9 mic 2.

10 DELEGATE JAMES FISHER: Jim Fisher,
11 Local 249.

12 All block votes for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 1, Local 251, mic 3.

15 DELEGATE SHANNA SCOTT: Shanna Scott, for
16 Local 251.

17 Block vote for Roberta Gainer.

18 VICE PRESIDENT DITTES: Thank you.

19 Region 9A, Local 259.

20 DELEGATE BRIAN SCHNECK: Brian Schneck,
21 President.

22 Block vote, Roberta Gainer.

23 (Applause)

24 VICE PRESIDENT DITTES: Thank you.

25 Region 8, Local 276, mic 3.

1 DELEGATE MICHAEL CARTWRIGHT: Good afternoon.
2 Mike Cartwright, Local 276.
3 We cast all votes for Emilio Ramirez.
4 VICE PRESIDENT DITTES: Thank you.
5 Region 4, Local 281, mic 2.
6 DELEGATE BRIAN GOODHART: Brian Goodhart. I
7 cast my -- Local 281.
8 I cast my vote for Emilio Ramirez.
9 DELEGATE TRAVIS STRUPP: Travis Strupp,
10 Local 281.
11 The vote for Roberta Gainer.
12 DELEGATE NOLAN TABB: Nolan Tabb, Local 281.
13 Also Roberta Gainer.
14 VICE PRESIDENT DITTES: Thank you.
15 Region 4, Local 282.
16 DELEGATE WILLIAM HUGEBACK: I am Bill
17 Hugeback, from Local 282.
18 We pledge all our votes to Emilio Ramirez.
19 VICE PRESIDENT DITTES: Thank you.
20 Region 8, Local 286, mic 3.
21 DELEGATE GERARDO RODRIQUEZ: Gerardo
22 Rodriquez, for Emilio Ramirez.
23 VICE PRESIDENT DITTES: Thank you.
24 Region 2B, Local 292, mic 8.
25 DELEGATE STACY HOLLENBACK: Good afternoon.

1 Stacy Hollenback, 292.

2 All my votes are for Emilio.

3 VICE PRESIDENT DITTES: Region 8, Local 298,
4 mic 3.

5 DELEGATE MATTHEW CAGLE: Matt Cagle,
6 Local 298.

7 We cast our vote for Emilio Ramirez.

8 VICE PRESIDENT DITTES: Thank you.
9 Region 1D, Local 330, mic 4.

10 DELEGATE JAWHAN JACKSON: Jawhan Jackson,
11 Local 330.

12 We cast our vote for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.
14 Region 9, Local 338, mic 7.

15 DELEGATE CLAIR OHLS, III: Clair Ohls.

16 We cast our vote for Emilio.

17 VICE PRESIDENT DITTES: Region 1D, Local 362.

18 DELEGATE JASON VANBOCXLAER: Local 362 block
19 votes for Emilio Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 1A, Local 372.

22 DELEGATE ERIC MCGEE: Eric McGee, Local 372.

23 And we are blocking all our votes for Emilio
24 Ramirez.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 1, Local 375, mic 3.

2 DELEGATE BRYAN MACKER: Bryan Macker,

3 Local 375.

4 Block vote, Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 9A, Local 379, mic 6.

7 DELEGATE ERIC RODRIGUEZ: Emilio Ramirez.

8 VICE PRESIDENT DITTES: Thank you.

9 Region 1, Local 400, mic 4.

10 What happened?

11 Sit down for a second. I am sorry. My bad.

12 Bottom of the page.

13 I am going to go to Region 1A and Local 387.

14 Apology.

15 DELEGATE KIRK YANCEY: Kirk Yancey.

16 Voting for Pat Radtke.

17 VICE PRESIDENT DITTES: Thank you.

18 Now we will go to Region 1, Local 400, mic 4.

19 DELEGATE DAVID SANDOVAL: David Sandoval,

20 Local 400.

21 Roberta Gainer.

22 (Cheers and applause)

23 DELEGATE MARK HEMPHILL: Mark Hemphill.

24 Block vote for Emilio.

25 VICE PRESIDENT DITTES: Okay. Thank you.

1 Region 2B, Local 402, mic 8.

2 DELEGATE CHARLES COOPER: Charles

3 Cooper, 402.

4 We are going with Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 9A, Local 405, mic 6.

7 What? What?

8 Region 2B, Local 402.

9 Sit tight, 9A.

10 We need this one, mic 8. Local 402.

11 DELEGATE CHARLES COOPER: Charles Cooper.

12 We are going with Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Now we will move back now to Region 9A.

15 Local 405.

16 DELEGATE MATTHEW GRAUGARD: Matt Graugard,

17 405.

18 Emilio Ramirez.

19 VICE PRESIDENT DITTES: Thank you.

20 Region 1, Local 412, mic 3.

21 DELEGATE TODD MACKER: Todd Macker,

22 Local 412.

23 We stand united, and all of our votes go to

24 Emilio Ramirez.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 9A, Local 422, mic 5.

2 DELEGATE JUSTIN BLANCHARD: Justin Blanchard,

3 Local 422.

4 Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 4, Local 434, mic 1.

7 DELEGATE BRIAN MOENS: Brian Moens,

8 Local 434.

9 Block vote, Emilio Ramirez.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 2B, Local 440, mic 8.

12 DELEGATE DAVID GREEN: Dave Green, UAW

13 Local 440.

14 Block vote, Roberta Gainer.

15 (Applause)

16 VICE PRESIDENT DITTES: Region 4, Local 450,

17 mic 1.

18 DELEGATE CURT ROSENER: Delegate Curt

19 Rosener, block vote, Emilio Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 1D, Local 455, mic 4.

22 DELEGATE MATTHEW CHURCOTT: Matt Churcott,

23 Local 455.

24 Emilio Ramirez.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 1D, Local 467, mic 4.

2 DELEGATE KEVIN LINCOLN: Kevin Lincoln,

3 Local 467.

4 Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 4, Local 469, mic 2.

7 DELEGATE YOLANDA NATHAN: Yolanda Nathan,

8 Local 469.

9 Emilio.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 1D, Local 475, mic 4.

12 DELEGATE MIKE BLANCHARD: Mike Blanchard,

13 Local 475.

14 Block vote for Emilio Ramirez.

15 VICE PRESIDENT DITTES: Thank you.

16 Moving to Region 4, Local 492.

17 DELEGATE ROBERT PERDUE: Robert Perdue,

18 President 492.

19 My vote is going to Emilio Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 1D, Local 503, mic 4.

22 DELEGATE FRANK HINES, JR.: Frank Hines,

23 Local 503.

24 Emilio.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 8, Local 509, mic 2.

2 DELEGATE JOHN LOZANO: John Lozano,

3 President, UAW Local 509.

4 All block votes are going for Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 8, Local 523, mic 3.

7 DELEGATE THOMAS BURKHART: Ramirez.

8 VICE PRESIDENT DITTES: Thank you.

9 Region 2B, Local 531, mic 8.

10 DELEGATE MATTHEW GRUPE: Matthew Grupe,

11 Local 531.

12 Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 1D, Local 539, mic 4.

15 DELEGATE WILLIAM TAYLOR: William Taylor,

16 Local 539.

17 Emilio Ramirez.

18 VICE PRESIDENT DITTES: Thank you.

19 Region 4, Local 551.

20 DELEGATE CHRISTOPHER PENA: Chris Pena,

21 Local 551.

22 My vote goes to Emilio Ramirez.

23 DELEGATE THOMAS KOTTALIS: Tom Kottalis,

24 Local 551.

25 Emilio Ramirez.

1 DELEGATE ANTHONY FRACTION: Anthony Fraction,
2 Local 551.
3 Emilio Ramirez.
4 DELEGATE SCOTT HOULDIESON: Scott Houldieson,
5 Local 551.
6 Roberta Gainer.
7 (Applause)
8 DELEGATE TERRI ROY: Terri Roy, Local 551.
9 Roberta Gainer.
10 DELEGATE WILLIE JACKSON: Willie Jackson,
11 Local 551.
12 Emilio Ramirez.
13 VICE PRESIDENT DITTES: Thank you.
14 Is that all the splits? Okay.
15 Region 1D, Local 566, mic 4.
16 DELEGATE BILL OLSON: Bill Olson, Local 566.
17 My vote is for Emilio Ramirez.
18 VICE PRESIDENT DITTES: Thank you.
19 Region 2B, Local 573.
20 Looks like mic 8.
21 DELEGATE BEVERLY WILSON: Beverly Wilson,
22 Local 573.
23 Emilio Ramirez.
24 VICE PRESIDENT DITTES: Thank you.
25 Region 4, Local 578. Looks like heading to

1 mic 1.

2 DELEGATE ROBERT LYNK: Bob Lynk, Local 578.

3 Block vote, Emilio Ramirez.

4 VICE PRESIDENT DITTES: Thank you.

5 Region 4, Local 588. Same thing, mic 1.

6 DELEGATE GEORGE PEARSON: George Pearson,

7 Local 588.

8 All of our votes will be going to Emilio

9 Ramirez.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 4, Local 592.

12 Looks like mic 2.

13 DELEGATE CRAIG FRYDA: Craig Fryda,

14 Local 592.

15 Block vote for Emilio Ramirez.

16 VICE PRESIDENT DITTES: Thank you.

17 Moving over to Region 1D, Local 598.

18 DELEGATE STEPHANIE RILEY: Stephanie Riley,

19 Local 598.

20 Roberta Gainer.

21 VICE PRESIDENT DITTES: Thank you.

22 DELEGATE RYAN BUCHALSKI: Good afternoon.

23 Ryan Buchalski, President, UAW Local 598.

24 All remaining votes for Emilio Ramirez.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 1A, Local 600.

2 (Cheers and applause)

3 DELEGATE BERNIE RICKE: Bernie Ricke,

4 Local 600.

5 VICE PRESIDENT DITTES: Mic 7.

6 DELEGATE BERNIE RICKE: We have a partial

7 block vote.

8 Thirty-five out of 36 delegates for Emilio

9 Estevez.

10 (Laughter)

11 DELEGATE BERNIE RICKE: Or Emilio Ramirez.

12 And Gary Walkowicz has a separate vote.

13 DELEGATE GARY WALKOWICZ: Gary Walkowicz,

14 Local 600, Dearborn Truck Plant, votes for Roberta

15 Gainer.

16 VICE PRESIDENT DITTES: Thank you.

17 We are calculating. Just bear with us.

18 Computer is trying to catch up to me. I don't know.

19 You are too fast for them.

20 Okay. We are ready to proceed.

21 Okay. We are going to move on to Region 1D,

22 Local 602, mic 4.

23 DELEGATE BRIAN WORLOCK: Brian Worlock,

24 Local 602.

25 Like to block vote for Emilio.

1 VICE PRESIDENT DITTES: Thank you.

2 We are going to move to Region 9, Local 629.

3 Going to go to mic -- are they -- is 629

4 here?

5 Can anyone back there confirm if Local 629

6 from Region 9 is in attendance?

7 Not seeing any delegates from Local 629, we

8 are going to need to move on.

9 UNIDENTIFIED DELEGATE: They're in the back.

10 VICE PRESIDENT DITTES: Oh, that's all I

11 needed to know.

12 Somebody working on Delegate from 629?

13 Should we move on?

14 Okay. We are going to move on. I am sure

15 you want to get moving.

16 Let's go to Region 2B, Local 638, mic 8.

17 DELEGATE PATRICK FISHPAW: Yeah, Patrick

18 Fishpaw, 638.

19 Ramirez.

20 VICE PRESIDENT DITTES: Thank you.

21 Region 9, Local 644, mic 7.

22 DELEGATE JAMES HUTCHINSON: Jim Hutchinson,

23 Local 644.

24 My two votes are for Emilio Ramirez.

25 VICE PRESIDENT DITTES: Thank you.

1 DELEGATE DANIEL VICENTE: Daniel Vicente,
2 Local 644.

3 My two votes are for Patrick Radtke.

4 VICE PRESIDENT DITTES: Thank you.

5 Region 2B, Local 647, mic 8.

6 DELEGATE WILLIAM MOZENA: Local 647, we cast
7 all our votes for Emilio Ramirez.

8 VICE PRESIDENT DITTES: Thank you.

9 Region 1D, Local 651, mic 4.

10 DELEGATE ERIC PRICE: Eric Price, President
11 Local 651.

12 Block vote for Emilio Ramirez.

13 VICE PRESIDENT DITTES: Thank you.

14 Region 1D, Local 652, same mic, mic 4.

15 DELEGATE DAVID HUNSAKER: Dave Hunsaker,
16 representing Local 652.

17 We cast all our votes for Emilio Ramirez.

18 VICE PRESIDENT DITTES: Thank you.

19 Region 1, Local 653, mic 4.

20 DELEGATE CHARLES STOUT, II: Charles Stout,
21 Local 653.

22 Block vote, Emilio.

23 VICE PRESIDENT DITTES: Thank you.

24 Region 2B, Local 658, mic 8.

25 DELEGATE STEPHEN CLARK: Local 658, Steve

1 Clark.

2 Emilio Ramirez.

3 VICE PRESIDENT DITTES: Thank you.

4 Region 1D, Local 659, mic 4.

5 DELEGATE EDWARD SMITH: Ed Smith, Bargaining

6 Chairman, Local 659.

7 My vote goes for Roberta Gainer.

8 VICE PRESIDENT DITTES: Thank you.

9 DELEGATE FRANK TRUBIRO: Frank Trubiro,

10 President, Local 659.

11 Our remaining votes go to Emilio Ramirez.

12 VICE PRESIDENT DITTES: Region 1D, Local 668,

13 mic 4.

14 DELEGATE GREGORY GOOD: Greg Good, Local 668.

15 Our block vote goes to Emilio Ramirez.

16 VICE PRESIDENT DITTES: Thank you.

17 Region 2B, Local 674, mic 8.

18 DELEGATE KEVIN CRAIN: Good afternoon. My

19 name is Kevin Crain, Local 674, under the guidance and

20 leadership of Wayne Blanchard.

21 My vote goes to Roberta Gainer.

22 VICE PRESIDENT DITTES: Thank you.

23 Region 9, Local 677, mic 6.

24 DELEGATE MICHAEL KELLY: Michael Kelly,

25 Local 677.

1 Block vote for Emilio.

2 VICE PRESIDENT DITTES: Thank you.

3 Region 2B, Local 685, mic 8.

4 DELEGATE WILLIAM GUINAN: Bill Guinan,

5 Local 685.

6 And we block vote for Roberta Gainer.

7 (Applause)

8 VICE PRESIDENT DITTES: Thank you.

9 Region 9, Local 686, mic 7.

10 DELEGATE JERAMY HUBER: My name is Jeramy

11 Huber, Shop Chair, Local 686.

12 And we cast our block vote for Emilio

13 Ramirez.

14 VICE PRESIDENT DITTES: Thank you.

15 Region 1D, Local 699, mic 4.

16 DELEGATE PHELAN JOHNSON: My name is Phelan

17 Johnson, Region 1D, Director Steve Dawes.

18 We give all our votes to Brother Ramirez.

19 VICE PRESIDENT DITTES: Thank you.

20 Region 4, Local 710, mic 2.

21 DELEGATE FRANK HENDERSON: Frank Henderson,

22 Local 710.

23 We give all our votes to Emilio Ramirez.

24 VICE PRESIDENT DITTES: Thank you.

25 Region 9A, Local 712, mic 6.

1 DELEGATE IRVIN BERRIOS: Irvin Berrios,
2 Local 712, Region 9A, under the great leadership of
3 Beverly Brakeman.

4 712 is going to cast our votes for Emilio
5 Ramirez.

6 VICE PRESIDENT DITTES: Thank you.

7 Region 4, Local 722, mic 1.

8 DELEGATE KENNY CARRIER, JR.: Ken Carrier,
9 Local 722.

10 I am voting for Roberta Gainer.

11 VICE PRESIDENT DITTES: Thank you.

12 Region 1A, Local 723.

13 DELEGATE MICHAEL MILLER: Good afternoon.

14 VICE PRESIDENT DITTES: Mic 8.

15 DELEGATE MICHAEL MILLER: Good afternoon.

16 Mike Miller, Local 723.

17 Block vote, Emilio Ramirez.

18 VICE PRESIDENT DITTES: Thank you.

19 Region 1D, Local 724, mic 4.

20 DELEGATE TODD COLLINS: Todd Collins,

21 President, Local 724.

22 We proudly cast our votes for Emilio Ramirez.

23 VICE PRESIDENT DITTES: Thank you.

24 Region 8, Local 737, mic 2.

25 DELEGATE JUDITH WEBB: Judy Webb, Local 737,

1 Emilio.

2 VICE PRESIDENT DITTES: Thank you.

3 Region 8, Local 738 --

4 Oh, mic 3. Go ahead.

5 DELEGATE GARY VIRTZ: Gary Virtz.

6 Block vote for Emilio.

7 VICE PRESIDENT DITTES: Thank you.

8 Region 4, Local 751, mic 2.

9 DELEGATE STEVEN COLLINS: Steve Collins, 751.

10 Block, Emilio.

11 VICE PRESIDENT DITTES: Thank you.

12 Region 1, Local 771, mic 4, looks like.

13 DELEGATE RICHARD CARNEY: Richard

14 Carney, 771.

15 Emilio.

16 VICE PRESIDENT DITTES: Thank you.

17 Region 9, Local 774.

18 DELEGATE WENCESLAO VALENTIN, III: Wence

19 Valentin, III.

20 Block vote, Roberta Gainer.

21 VICE PRESIDENT DITTES: Thank you.

22 Region 9, Local 787, mic 6.

23 DELEGATE LEE HEGGENSTALLER: Lee

24 Heggenstaller.

25 Emilio Ramirez.

1 VICE PRESIDENT DITTES: I didn't hear it.

2 DELEGATE LEE HEGGENSTALLER: Lee

3 Heggenstaller, 787.

4 Emilio Ramirez.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 8, Local 788, mic 2.

7 DELEGATE BILLY MASTERS: Billy Masters,

8 Local 788.

9 All votes go to Emilio.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 4, Local 807, mic 1.

12 DELEGATE MARCQUES DERBY: Marcques Derby,

13 Roberta Gainer.

14 VICE PRESIDENT DITTES: Thank you.

15 Region 8, Local 816.

16 Local 816. No. Does anybody know if 816 is

17 here?

18 We are going to move past Region 8, Local

19 816.

20 We are going to move to Region 4, Local 833.

21 DELEGATE TIMOTHY TAYLOE: Local 833, block

22 vote, Emilio.

23 VICE PRESIDENT DITTES: Thank you.

24 Going to Region 4, Local 838.

25 DELEGATE THOMAS ADAMS: Good evening.

1 Local 838, Tom Adams.

2 We are going block for Emilio.

3 VICE PRESIDENT DITTES: Thank you.

4 Region 1A, Local 845, mic 7.

5 DELEGATE NATHAN STENCEL: Nathan Stencel,

6 845, Emilio Ramirez.

7 VICE PRESIDENT DITTES: Thank you.

8 Region 8, Local 848, looks like mic 2.

9 DELEGATE BILLY LONG, JR.: Billy Long,

10 Region 8, Local 848.

11 Emilio Ramirez.

12 VICE PRESIDENT DITTES: Thank you.

13 Region 8, Local 862.

14 DELEGATE MARCUS SHECKLES: Marcus Sheckles,

15 Local 862.

16 We block vote for Emilio Ramirez.

17 VICE PRESIDENT DITTES: Thank you.

18 Region 2B, Local 863, mic 8.

19 DELEGATE TOD TURNER: Tod Turner, Local 863,

20 under Director Wayne Blanchard.

21 We cast all our votes for Emilio Ramirez.

22 VICE PRESIDENT DITTES: Thank you.

23 Region 4, Local 865.

24 Coming to mic 1. Thank you.

25 DELEGATE WILLIAM CLIFFORD: 865, Bill

1 Clifford.

2 Roberta Gainer.

3 DELEGATE DREW CLEVINGER: 865, the remainder

4 of our delegates will go to Emilio.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 4, Local 867, mic 1.

7 DELEGATE GORDON GUNTER: Gordon Gunter, Local

8 867.

9 We will do Emilio.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 8, Local 868, mic 3.

12 DELEGATE RAYMOND GATES: Raymond Gates,

13 Local 868.

14 We vote for Emilio.

15 VICE PRESIDENT DITTES: Thank you.

16 Region 1, Local 869. I think we will go to

17 mic 3.

18 DELEGATE ROMAINE MCKINNEY, III: Romaine

19 McKinney, III.

20 We will block vote for Ms. Gainer.

21 VICE PRESIDENT DITTES: Thank you.

22 Region 8, Local 882, mic 3.

23 DELEGATE JAMES PHILLIPS: J.C. Phillips,

24 retired.

25 Vote for Emilio.

1 VICE PRESIDENT DITTES: Thank you.
2 Region 8, Local 887.
3 DELEGATE JOSE PADILLA: Joe Padilla,
4 Local 887.
5 Emilio Ramirez.
6 VICE PRESIDENT DITTES: Thank you.
7 Region 1, Local 889, mic 3.
8 DELEGATE NASSR ALKHATEEB: Nassr Alkhateeb.
9 Local 889.
10 For Emilio.
11 VICE PRESIDENT DITTES: Thank you.
12 Region 4, Local 890.
13 Head to mic 1, please.
14 DELEGATE WILLIAM BEASLEY: William Beasley,
15 Local 890.
16 Emilio Ramirez.
17 VICE PRESIDENT DITTES: Thank you.
18 Region 1A, Local 892, looks like mic 7.
19 DELEGATE WILLIAM MUHAMMAD: William Muhammad.
20 Half our votes for Emilio.
21 VICE PRESIDENT DITTES: Thank you.
22 Region 4. Local 893.
23 DELEGATE WILLIE HALL: Hold on.
24 VICE PRESIDENT DITTES: What?
25 Oh, you are split. I am sorry. Back up.

1 892, we still with?

2 DELEGATE WILLIE HALL: Yes. Willie Hall,
3 Local 892.

4 Roberta Gainer.

5 VICE PRESIDENT DITTES: Say that again,
6 Brother. I missed that.

7 DELEGATE WILLIE HALL: Willie Hall,
8 Local 892, Roberta Gainer.

9 VICE PRESIDENT DITTES: Thank you.

10 Okay. Region 4, Local 890 -- okay. We got
11 time out.

12 Local 892 delegates, could you please come to
13 7 again, please. We need some clarification on the
14 split vote.

15 So if you would step up, give your name, and
16 designation.

17 DELEGATE WILLIAM MUHAMMAD: William Muhammad
18 and Jason Heath, two votes for Emilio.

19 DELEGATE WILLIE HALL: Willie Hall, 892,
20 Roberta Gainer.

21 VICE PRESIDENT DITTES: Thank you. Got it.
22 Okay.

23 Region 4, Local 893, mic 2.

24 DELEGATE JASON HELTON: Jason Helton, block
25 vote for 893 for Emilio Ramirez.

1 VICE PRESIDENT DITTES: Thank you.
2 Region 9, Local 897. Looks like mic 6.
3 DELEGATE RYDER LITTLEJOHN: Ryder Littlejohn,
4 Elected Delegate, 897.
5 Ten votes for Patrick Radtke.
6 VICE PRESIDENT DITTES: Thank you.
7 Region 1A, Local 898, mic 8, please.
8 DELEGATE ALEX GOODWIN: Alex Goodwin.
9 And we cast our vote for Emilio Ramirez.
10 Block vote.
11 VICE PRESIDENT DITTES: Thank you.
12 DELEGATE ALEX GOODWIN: Yes, sir.
13 VICE PRESIDENT DITTES: Region 1A, Local 900,
14 mic 8.
15 DELEGATE DWAYNE WALKER: Dwayne Walker,
16 Local 900.
17 And we cast all our ballots for Emilio
18 Ramirez.
19 VICE PRESIDENT DITTES: Thank you.
20 Region 1A, Local 931.
21 Oh, mic 8.
22 DELEGATE KIM JANESKI: Kim Janeski,
23 Local 931, cast their vote for Emilio Ramirez.
24 VICE PRESIDENT DITTES: Thank you.
25 Region 2B, Local 933, head to mic 8, please.

1 DELEGATE WILLIAM RICHARDSON: William
2 Richardson, Local 933.
3 Emilio Ramirez.
4 DELEGATE JEREMY MESSER: Jeremy Messer,
5 Local 933.
6 Emilio Ramirez.
7 DELEGATE BOBBY JOBE: Bobby Jobe, Local 933.
8 Emilio Ramirez.
9 DELEGATE DARRIN NELSON: Darrin Nelson,
10 Local 933.
11 The remaining votes to Roberta Gainer.
12 VICE PRESIDENT DITTES: Thank you.
13 Region 8, Local 946.
14 Is 946 on the floor?
15 We are going to move past 946, unless
16 somebody tells me they are here.
17 Region 8, Local 952.
18 DELEGATE PHILLIP HUNTER: Phillip Hunter,
19 Local 952.
20 Our votes go to Emilio Ramirez.
21 VICE PRESIDENT DITTES: Thank you.
22 Region 4, Local 958, mic 2.
23 DELEGATE SELENA MCELMURY: Selena McElmury,
24 Local 958.
25 Emilio.

1 VICE PRESIDENT DITTES: Region 1D, Local 963,
2 mic 4.

3 DELEGATE TROY BAGGET: Troy Bagget, 963.
4 Emilio.

5 VICE PRESIDENT DITTES: Thank you.
6 Region 4, Local 974. Looks like mic 1.

7 DELEGATE WILLIAM SCOTT: Bill Scott,
8 Local 974.
9 Block vote for Emilio Ramirez.

10 VICE PRESIDENT DITTES: Thank you.
11 Region 2B, Local 977.

12 DELEGATE LLOYD GROVES: Lloyd Groves, 977.
13 Emilio Ramirez.

14 VICE PRESIDENT DITTES: Thank you.
15 Region 4, Local 997, mic 1.

16 DELEGATE BRADLEY ADAMS: Brad Adams,
17 Local 997.
18 For Emilio Ramirez.

19 VICE PRESIDENT DITTES: Thank you.
20 Region 1D, Local 1002, mic 4.

21 DELEGATE TODD JONES: Todd Jones, Local 1002.
22 We will be block voting for Emilio.

23 VICE PRESIDENT DITTES: Thank you.
24 Region 2B, Local 1005, mic 8.

25 DELEGATE JASON GREENE: Jason Greene,

1 Local 1005.

2 We are block voting for Emilio.

3 VICE PRESIDENT DITTES: Thank you.

4 Region 2B, Local 1050.

5 DELEGATE DONALD MOHN, JR.: Don Mohn,

6 Local 1050.

7 Block vote, Emilio.

8 VICE PRESIDENT DITTES: Thank you.

9 Region 9, Local 1069, head to mic 7, please.

10 DELEGATE JAMES LUX: Jim Lux.

11 Block vote, Emilio.

12 VICE PRESIDENT DITTES: Thank you.

13 (Cheers and applause)

14 VICE PRESIDENT DITTES: We have a few more

15 locals. We don't want any confusion.

16 So we are going to move to Region 2B,

17 Local 1094.

18 Local 1094 in 2B. Is anyone there?

19 Shall we move on?

20 Oh, I see you. Mic 8.

21 DELEGATE ROGER HARMON: Roger Harmon,

22 Local 1094.

23 Ramirez.

24 VICE PRESIDENT DITTES: Excuse me, Brother.

25 Oh, yeah. Okay.

1 I am sorry. Thank you. Good job.

2 Region 9, Local 1097, head to mic 6, please.

3 DELEGATE NICHOLAS CAPONE: Nick Capone, 1097.

4 **A block to Emilio.**

5 VICE PRESIDENT DITTES: Thank you.

6 Do you want another one?

7 Region 4, Local 1102.

8 DELEGATE JOSEPH BEHNKE: Joseph Behnke.

9 For Emilio.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 2B, Local 1112, mic 8.

12 DELEGATE MICHAEL AURILIO: Okay. Michael

13 Aurilio, Local 1112.

14 Block vote for Emilio.

15 VICE PRESIDENT DITTES: Thank you.

16 As you can all see from the board, there has
17 been a majority reached by Emilio Ramirez.

18 (Cheers and applause)

19 VICE PRESIDENT DITTES: So we -- the voting
20 should come to a close now.

21 And the winner, clear majority winner, is
22 Emilio Ramirez.

23 (Cheers and applause)

24 VICE PRESIDENT DITTES: Brothers and sisters,
25 thank you. Thank you for your cooperation.

1 I have just been informed that we will
2 conduct the other election, but both swearing ins will
3 not happen until tomorrow.

4 Do you want the floor back?

5 Okay. I am going to -- I am going to give
6 the floor back to our President, Ray Curry.

7 (Applause)

8 PRESIDENT CURRY: Okay. If we can come back
9 to order.

10 Based on the time to conduct another roll
11 call, we are going to hold off the trustee, the second
12 trustee election until 9:00 a.m. in the morning.

13 (Applause)

14 PRESIDENT CURRY: Also, regional breakout
15 elections will occur after that trustee election
16 tomorrow morning.

17 We are also going to bring back the
18 Constitutional Committee for purposes of discussing a
19 resolution on the duties of Local Union Members.

20 So I would now call the Constitutional
21 Committee back for purpose of that discussion.

22 That discussion and ultimate another
23 resolution discussion will take us to a 6:00 p.m.
24 maximum recess for today.

25 So if we can hold tight on all the movement

1 and get through those two resolutions, we will recess
2 today at 6:00 p.m.

3 We will reconvene at 9:00 a.m. tomorrow
4 morning, to be able to start our proceedings again with
5 the trustee election first, followed by regional
6 breakouts.

7 Point of order, mic number 3.

8 DELEGATE WILLIAM PARKER: Bill Parker,
9 Local 1700, Region 1.

10 Under the rules, I believe it said that once
11 we got to the majority point, any delegate who wished
12 to have their vote recorded would be given instruction
13 on how to do that.

14 I would like to record my vote.

15 PRESIDENT CURRY: We can record it. So if
16 you would like to come to the stage, you can come to
17 the corner of the stage. We will record your vote.

18 If you want to report your total, we will
19 record it right now. And it will be in the record.

20 DELEGATE WILLIAM PARKER: Thank you. Bill
21 Parker, Local 1700, I cast my --

22 PRESIDENT CURRY: And if there's any other
23 Local Unions that would like theirs also recorded for
24 the record, please go to the mic. Please go to a mic.

25 DELEGATE WILLIAM PARKER: I cast my 6.7 votes

1 for Roberta Gainer.

2 PRESIDENT CURRY: Thank you, Brother.

3 Mic 7.

4 DELEGATE JAMES WALKOWICZ: Jim Walkowicz,
5 Local 6000.

6 I cast my votes for Roberta Gainer.

7 PRESIDENT CURRY: Brother from 6000, is that
8 a block vote?

9 DELEGATE JAMES WALKOWICZ: No. That is for
10 Jim Walkowicz only.

11 PRESIDENT CURRY: Any other locals wishing to
12 have their votes recorded?

13 Mic 3, followed by mic 8.

14 DELEGATE FREDRICK GARNER: Fredrick Garner,
15 Local 3036.

16 Roberta Gainer.

17 PRESIDENT CURRY: Block vote?

18 DELEGATE FREDRICK GARNER: Single, single
19 vote.

20 PRESIDENT CURRY: Mic 8.

21 UNIDENTIFIED SPEAKER: Brother Chair, I would
22 like to make a motion that based on the math, that that
23 election is closed. And we move on.

24 (Motion made)

25 PRESIDENT CURRY: Is there support?

1 (Motion supported)

2 PRESIDENT CURRY: It is out of order, because
3 under the rules those votes can be recorded.

4 I appreciate your motion, Delegate at mic 8,
5 but the votes can be recorded for any Local Union
6 wishing to have their votes recorded, past the majority
7 point.

8 UNIDENTIFIED SPEAKER: Thank you.

9 PRESIDENT CURRY: Thank you.

10 Any other Local wishing to have their votes
11 recorded, please proceed to mic 3 and mic 7,
12 respectively.

13 Mic 3.

14 DELEGATE MICHAEL GRANT: Good afternoon,
15 delegates, and everyone.

16 Our Local 1264 delegates, Jennifer Szpynda,
17 Elijablu Lampkin, Eric Moore, and myself, Mike Grant,
18 and we are under the great leadership of my longtime
19 friend and brother, James Harris, and we cast all our
20 votes, total votes, for -- let me make this right
21 now -- Roberta Gainer.

22 PRESIDENT CURRY: Thank you, Delegate.

23 Delegate at mic 4.

24 DELEGATE SARA WILLIS: Good afternoon.

25 Sara Willis, Local 1700, Region 1, James

1 Harris.

2 Roberta, that's Gainer.

3 PRESIDENT CURRY: Thank you, Delegate.

4 DELEGATE SARA WILLIS: Thank you.

5 PRESIDENT CURRY: Delegate at mic 3.

6 DELEGATE CRYSTAL PASARCIK: Crystal Pasarcik,

7 Local 1700, Region 1.

8 I wanted to vote my own block for Roberta

9 Gainer.

10 PRESIDENT CURRY: Thank you, Delegate.

11 Delegate at mic 3.

12 DELEGATE AMBER LOVE: Amber Love, Local 1700.

13 Roberta Gainer.

14 PRESIDENT CURRY: Thank you, Delegate.

15 Delegate at mic 8.

16 Hold on one second.

17 DELEGATE BRYAN MCCLURG: Bryan McClurg.

18 PRESIDENT CURRY: Hold on one second.

19 Delegate that was at mic 3, please come back

20 and restate your name.

21 DELEGATE AMBER LOVE: Amber Love.

22 PRESIDENT CURRY: Thank you, Delegate.

23 Delegate at mic 8.

24 DELEGATE BRYAN MCCLURG: Bryan McClurg,

25 Local 1765.

1 Voting for Bryan McClurg.

2 PRESIDENT CURRY: Thank you, Delegate.

3 Delegate at mic 8.

4 DELEGATE CHRISTINA STOVER: Chris Stover,
5 Local 3055.

6 PRESIDENT CURRY: Delegate, if you could
7 speak a little bit louder.

8 DELEGATE CHRISTINA STOVER: Chris Stover,
9 Local 3055.

10 Block vote for Emilio Ramirez.

11 PRESIDENT CURRY: Thank you, Delegate.

12 Delegate at mic 7.

13 None at 7.

14 Delegates at mic 6.

15 DELEGATE TAMAR SAMIR: Hi. My name is
16 Tamar Samir, from Local 7902.

17 Block vote for Roberta Gainer.

18 PRESIDENT CURRY: Thank you, Delegate.

19 Delegate at mic 6, continue.

20 DELEGATE DAVID PRITCHARD: David Pritchard,
21 Local 2322.

22 And we are voting in block for Roberta
23 Gainer.

24 PRESIDENT CURRY: Thank you, Delegate.

25 DELEGATE NATALIE JAMES: Natalie James,

1 Local 2320.

2 I am casting my own vote for Roberta Gainer.

3 PRESIDENT CURRY: Thank you, Delegate.

4 DELEGATE LEANDRA BARRETT DIAZ: Hi. Lee

5 Diaz, Local 2110.

6 I am casting a vote on behalf of myself for
7 Roberta Gainer, and on behalf of Colin Vanderburg, for
8 Roberta Gainer.

9 PRESIDENT CURRY: Delegate, you are only able
10 to cast ballots on behalf of yourself.

11 DELEGATE LEANDRA BARRETT DIAZ: Thank you. I
12 will have him come up.

13 PRESIDENT CURRY: Thank you.

14 Delegate at mic 6.

15 DELEGATE YESSANIA MENDEZ: Hi, yes, Yessinia
16 Mendez, Local 2320, Region 9A.

17 And my vote is for Roberta Gainer. Thank
18 you.

19 PRESIDENT CURRY: Thank you, Delegate.

20 Delegate at mic 6.

21 DELEGATE SHEILA KULKARNI: Sheila Kulkarni,

22 UAW --

23 PRESIDENT CURRY: The previous Delegate that
24 was there at the mic, at mic 6, please come back to
25 restate your name.

1 DELEGATE YESSENIA MENDEZ: Yessenia Mendez.

2 Thank you.

3 PRESIDENT CURRY: Thank you, Delegate.

4 DELEGATE SHEILA KULKARNI: Sheila Kulkarni,
5 UAW Local 2865.

6 I am casting my own six votes for Sister
7 Roberta Gainer.

8 PRESIDENT CURRY: Thank you, Delegate.

9 DELEGATE STACY THOMAS: My name is Stacy
10 Thomas, from Local 2110.

11 Minus one of our members, we are casting all
12 our votes for Emilio.

13 PRESIDENT CURRY: Thank you.

14 DELEGATE RACHEL PETHERBRIDGE: Rachel
15 Petherbridge, Local 5118.

16 Block vote for Roberta Gainer.

17 PRESIDENT CURRY: Thank you, Delegate.

18 DELEGATE CORA BERGANTINOS-CRESPO: Cora
19 Bergantinos-Crespo, Local 4100.

20 We vote for Roberta Gainer.

21 PRESIDENT CURRY: Thank you, Delegate.

22 DELEGATE ELIZABETH SKEEN: Elizabeth Skeen,
23 2325.

24 Block vote for Roberta Gainer.

25 PRESIDENT CURRY: Thank you, Delegate.

1 DELEGATE NELLY AYALA-LEON: Good afternoon.

2 My name is Nelly. Local 2396. Region 9A.

3 My vote, block vote, go for Emilio in block,
4 six delegate.

5 PRESIDENT CURRY: Thank you, Delegate.

6 DELEGATE GLADYS MARTINEZ: Yeah, Martinez,
7 Local 2337, Emilio Ramirez.

8 DELEGATE MAYRA MUNOZ: Mayra Munoz,
9 Local 1850, Region 9A.

10 Emilio Ramirez.

11 DELEGATE SAMUEL SMITH: Samuel Smith,
12 Local 2179.

13 Roberta Gainer.

14 PRESIDENT CURRY: Thank you, Delegate.

15 DELEGATE RENFORD WHYNES: Renford Whynes,
16 2377.

17 Emilio.

18 PRESIDENT CURRY: Thank you, Delegate.

19 DELEGATE PAMELA SMITH: Pam Smith, Local
20 2320.

21 Emilio Ramirez.

22 PRESIDENT CURRY: Thank you, Delegate.

23 DELEGATE KANIE KASTROLL: Hi. Kanie
24 Kastroll, Local 3555, Vegas.

25 The block vote for Emilio.

1 PRESIDENT CURRY: Thank you, Delegate.

2 DELEGATE ROBIN MCPHERSON: Good afternoon,
3 brothers and sisters. I am Robin McPherson,
4 Local 2320.

5 And my vote is for Roberta Gainer.

6 PRESIDENT CURRY: Thank you, Delegate.

7 Any additional delegates wishing to be
8 recorded?

9 Mic 3.

10 DELEGATE KAMILAH DEGREE: Kamilah Degree,
11 Local 1700.

12 Roberta Gainer, just for myself, my count.

13 PRESIDENT CURRY: Thank you, Delegate.

14 Mic number 4.

15 DELEGATE BONNIE LAURIA: Bonnie Lauria for
16 the retired --

17 PRESIDENT CURRY: Hold one second. Hold one
18 second.

19 The last person that was at mic 6, please
20 return to mic 6. Just for the name. It was a 2320
21 member.

22 DELEGATE ROBIN MCPHERSON: My name is Robin
23 McPherson, Local 2320.

24 PRESIDENT CURRY: Thank you, Delegate.

25 Mic number 4.

1 Bonnie Lauria for the Retired Workers
2 Advisory Council.

3 We are casting all of our votes for Emilio
4 Ramirez.

5 PRESIDENT CURRY: Thank you, Delegate.
6 Mic 4.

7 DELEGATE SANDRA SMITH: Sandy Smith,
8 Local 2145.

9 Casting all of our votes for Emilio Ramirez.

10 PRESIDENT CURRY: Thank you, Delegate.
11 Mic 3.

12 DELEGATE VALARIE CRAFT-BROWN: Valarie
13 Craft-Brown, Local 1781.

14 Our block vote, Emilio Ramirez.

15 PRESIDENT CURRY: Thank you, Delegate.
16 Additional Delegate at mic 3.

17 DELEGATE TAUWAUNA WATKINS: Tauwauna Watkins,
18 Local 2500.

19 Block vote, Emilio.

20 PRESIDENT CURRY: Thank you, Delegate.
21 Mic number 4.

22 DELEGATE KARL DENNIS: Karl Dennis,
23 Local 2071.

24 Emilio.

25 PRESIDENT CURRY: Thank you, Delegate.

1 Mic 4.

2 DELEGATE MONICA JORDAN: Monica Jordan,
3 Local 1700.

4 Emilio.

5 PRESIDENT CURRY: Thank you, Delegate.
6 Mic 4.

7 DELEGATE BRYAN CURRIE: Bryan Currie,
8 Local 1700.

9 Emilio Ramirez.

10 PRESIDENT CURRY: Thank you, Delegate.
11 Mic 4.

12 DELEGATE BARBARA HARVEY: Barbara Harvey,
13 Local 1248.

14 Emilio.

15 PRESIDENT CURRY: Thank you, Delegate.
16 Mic 6.

17 DELEGATE COLIN VANDERBURG: Colin Vanderburg,
18 Local 2110.

19 Roberta Gainer.

20 PRESIDENT CURRY: Thank you, Delegate.
21 Mic 4.

22 DELEGATE DERRICK MCDUFFY: Derrick McDuffy,
23 Local 4911.

24 Block vote for Mr. Ramirez.

25 PRESIDENT CURRY: Would the Delegate who

1 previously voted from 1700 please come back up.

2 Previous Delegate that's just about to take a
3 seat, please come back up also. Your name was not
4 recorded.

5 If you could speak into the mic a little bit
6 louder.

7 DELEGATE BRYAN CURRIE: Bryan Currie, Local
8 1700.

9 PRESIDENT CURRY: Thank you.

10 SECRETARY-TREASURER STUGLIN: The one before
11 that.

12 PRESIDENT CURRY: Second one.

13 DELEGATE DERRICK MCDUFFY: Derrick McDuffy,
14 Local 4911.

15 PRESIDENT CURRY: Previous Delegate also.

16 Derrick, you are covered.

17 Previous Delegate from 1700.

18 DELEGATE BARBARA HARVEY: I am not from 1700,
19 but from 1248. I don't know if I said block.

20 PRESIDENT CURRY: 1248, please state your
21 name also.

22 DELEGATE BARBARA HARVEY: Barbara Harvey.

23 PRESIDENT CURRY: Thank you.

24 Additional Delegate at mic 4.

25 DELEGATE MONICA JORDAN: Monica Jordan,

1 Local 1700.

2 PRESIDENT CURRY: Thank you, Monica.

3 Mic 6.

4 DELEGATE STACEY CHEEK: Stacey Cheek,

5 Local 1268.

6 Block vote for Emilio.

7 PRESIDENT CURRY: Thank you, Delegate.

8 Seeing no additional delegates at the mics,
9 we are going to proceed with --

10 Delegate on the front row waving a white
11 paper, mic 1.

12 DELEGATE YASIN MAHDI: My name is Yasin
13 Mahdi, Local 180.

14 I will get right to the point because I know
15 everybody wants to get out of here.

16 I want to pull Resolution 59 out for a vote.

17 (Motion made)

18 DELEGATE YASIN MAHDI: It is on page 101.

19 PRESIDENT CURRY: Okay. Which one on 101?

20 DELEGATE YASIN MAHDI: 59, 0059.

21 PRESIDENT CURRY: Okay.

22 DELEGATE YASIN MAHDI: I want to pull it out
23 of the resolution and have it go forward.

24 PRESIDENT CURRY: Is there support?

25 (Motion supported)

1 PRESIDENT CURRY: That's going to require 136
2 to pull it out.

3 So we need to stand, hands raised, to get
4 that count in order.

5 So all in favor of pulling that particular
6 resolution out, please stand.

7 DELEGATE YASIN MAHDI: I have got another
8 one.

9 PRESIDENT CURRY: If we could come to order
10 inside the hall, we need all in favor of pulling that
11 particular resolution out to please stand.

12 Resolution is Resolution Number 59, page 101,
13 as expressed by the Delegate, page 101, number 59.

14 The Delegate will be afforded an opportunity
15 to speak again.

16 DELEGATE YASIN MAHDI: Okay. The resolution
17 is increase weekly strike benefits to \$500 with the
18 calculation of strike pay beginning on day one, not day
19 eight.

20 PRESIDENT CURRY: And understand that the day
21 one has already been covered by previous action of the
22 delegates.

23 DELEGATE YASIN MAHDI: I understand that, but
24 the amount. The amount has been changed?

25 PRESIDENT CURRY: The amount has not been.

1 Just as I stated, only day one has been covered by
2 previous action.

3 So you have heard the motion.

4 The resolution that the Delegate wishes to
5 have pulled forward requires a count of 136.

6 All in favor of pulling that motion, please
7 stand.

8 We need the auditors on the count.

9 All that are interested, please stand. If
10 you are in favor, please stand. And they are going to
11 count right now.

12 DELEGATE YASIN MAHDI: Hello. If I could get
13 everybody's attention, so I'm from Case, CNH. We have
14 been on strike since May 2nd. And, you know, we have a
15 lot of negotiations coming up here. And I am telling
16 you guys what, the amount, if we do get it raised to
17 this 500, will definitely help deter people from
18 crossing that line. So...

19 (Applause)

20 PRESIDENT CURRY: Total is 183. It has been
21 pulled out.

22 (Applause)

23 PRESIDENT CURRY: So we will now begin
24 debate.

25 And we are going to start debate in

1 Region 1D.

2 Wait a second.

3 It is specifically in the books, the page
4 that was referenced.

5 We will also come back to the Delegate who
6 originally presented for a chance to speak before we
7 end debate.

8 We will start in Region 1D, Delegate for and
9 a Delegate against.

10 Please go to mic 4.

11 DELEGATE ROBERT TURNER: Hello, Mr. Chair.

12 Robert Turner, Local 2031, Region 1D, under
13 the amazing leadership of Director Steve Dawes and
14 Assistant Director Scott Zuckschwerdt.

15 I am in oppose to this resolution.

16 You are getting to the point now that we have
17 day one pay, that you will have members of a Local
18 thinking strike is the first option instead of the last
19 resort.

20 And you will have the opportunity for people
21 to be making more on strike than what they are making
22 at the worksite.

23 That's why I oppose this resolution.

24 (Applause)

25 PRESIDENT CURRY: Thank you, Delegate.

1 Delegate in Region 1D in support.

2 Delegate in 1D in support?

3 Seeing none, we will move to Region 2B.

4 Delegate in support, Delegate opposing.

5 Delegate waving the hand with the black
6 jacket on, please go to mic 8.

7 DELEGATE WILLIAM GUINAN: What a day.

8 UAW 685, I stand in support of this, but the five --

9 PRESIDENT CURRY: State your name for the
10 record, Delegate.

11 Pardon, Chairman?

12 PRESIDENT CURRY: Delegate, could you state
13 your name for the record.

14 DELEGATE WILLIAM GUINAN: UAW 685, Bill
15 Guinan.

16 I stand in favor of this proposal, the \$500.

17 I disagree with the brother, respectively.

18 The companies may give you a little bit more
19 at the bargaining table if they knew the members
20 weren't going to starve on the street.

21 And if the members are making more money on
22 strike pay than they are in the plant, then they need
23 to go on strike.

24 (Cheers and applause)

25 DELEGATE WILLIAM GUINAN: And even though the

1 membership decides, it will be the President of the
2 Union and his staff that will decide whether you will
3 be walking out them doors. And whoever is up there I
4 am sure will have enough common sense to figure that
5 out.

6 But I do stand in front of this.

7 PRESIDENT CURRY: Thank you, Delegate.

8 Delegate from Region 2B in opposition.

9 Delegate that's waving the white paper, mic
10 number 8.

11 Point of order, please go to mic 6 to be
12 recognized.

13 Pink jacket, on mic 5, pink jacket.

14 Delegate at mic 8, and 2B, please stand by.

15 DELEGATE SAM SUMPTER: Sam Sumpter,
16 Local 4121.

17 I call the question.

18 (Motion made)

19 PRESIDENT CURRY: The question has been
20 called.

21 Is there support?

22 (Motion supported)

23 PRESIDENT CURRY: All in favor, signify by
24 saying aye.

25 Opposed, nay.

1 Ayes have it.

2 And the motion is carried.

3 (Motion carried)

4 PRESIDENT CURRY: Delegate, please return to
5 mic 1 for purpose of respeaking.

6 The vote will occur after that.

7 DELEGATE YASIN MAHDI: Okay. So I know
8 everybody wants to get out of here. I will keep it
9 brief.

10 One thing I do want to say is that dealing
11 with Case, being on strike since May 2nd, bargaining
12 with these idiots since March, I have learned a lot.

13 And I am here to tell you guys, some of these
14 corporations play hardball, but as it was stated
15 earlier, if they know that the striking members will be
16 getting 500, they may come to that table with common
17 sense and not fuckery, and get a contract negotiated.

18 (Applause)

19 DELEGATE YASIN MAHDI: So I also want to say
20 that by upping it to this amount, this will definitely
21 deter some people that may be on the fence about
22 crossing that line. And we all know holding the line
23 is the main focus with a strike. It's holding that
24 line. When you hold that line, the company will see
25 that and say, we better get to business and get an

1 agreement from these guys, because they aren't playing.

2 So I hope everybody votes wise.

3 PRESIDENT CURRY: Thank you, Delegate.

4 (Applause)

5 PRESIDENT CURRY: We will now return to the
6 vote.

7 Delegates in favor of the resolution that was
8 pulled out, please stand.

9 (Cheers and applause)

10 PRESIDENT CURRY: Okay. Those who are
11 opposed, please stand.

12 Okay. The resolution that was pulled forward
13 has passed, 416 to 231.

14 (Cheers and applause)

15 (Motion carried)

16 PRESIDENT CURRY: So at this time, I am going
17 to make an announcement, and we are going to recess
18 following this announcement.

19 New regional reception time this evening,

20 Region 1, 7:00 p.m. to 11:00 p.m.

21 Region 1A, 6:00 to 11:00 p.m.

22 1D, 6:45 to 10:30.

23 2B, 7:00 to 9:00 p.m.

24 Region 4, 7:00 to 9:00 p.m.

25 Region 8, 7:00 to 9:00 p.m.

1 Region 9, 7:00 to 10:00 p.m.

2 Region 9A, 7:30 to 10:00 p.m.

3 We are recessed to 9:00 a.m. in the morning.

4 (Proceedings adjourned at 5:35 p.m.)

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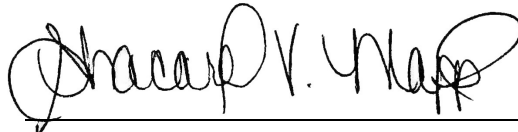
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CERTIFICATE OF NOTARY

STATE OF MICHIGAN)
) SS
COUNTY OF MACOMB)

I, Shacara V. Mapp, Certified Shorthand Reporter, a Notary Public in and for the above county and state, do hereby certify that the above deposition was taken before me at the time and place hereinbefore set forth; that the witness was by me first duly sworn to testify to the truth, and nothing but the truth; that the foregoing questions asked and answers made by the witness were duly recorded by me stenographically and reduced to computer transcription; that this is a true, full and correct transcript of my stenographic notes so taken; and that I am not related to, nor of counsel to either party, nor interested in the event of this cause.



Shacara V. Mapp, CSR-9305

RPR, FCRR, CRR, RMR

Notary Public,

Macomb County, Michigan

My Commission expires: 07-25-2024

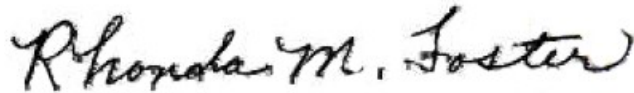
1 CERTIFICATE OF REPORTER
2

3 STATE OF MICHIGAN)

4) SS

5 COUNTY OF ST. CLAIR)
6

7 I HEREBY CERTIFY that I reported
8 stenographically the foregoing proceedings and
9 testimony under oath at the time and place hereinbefore
10 set forth; that thereafter the same was reduced to
11 computer transcription under my supervision; and that
12 this is a full, true, complete and correct
13 transcription of said proceedings.
14

15 
16 _____

17 Rhonda M. Foster,

18 CSR 3612

19 Notary Public

20 My Commission Expires: 3-11-2021
21
22
23
24
25

Thursday
July 26, 2022

1 38th CONSTITUTIONAL CONVENTION

2 Detroit, Michigan

3 July 25 - 28, 2022

4

5 Day 4

6 Thursday, July 28, 2022

7

8 (Video played)

9

10 PRESIDENT CURRY: Welcome back to day four of
11 the 38th Constitutional Convention.

12 Sergeant-at-Arms, will you please have
13 everyone seated inside, and please move forward.

14 At this time, I would like to call up Elder
15 Herb Taylor for the purposes of an invocation.

16 (Applause)

17 ELDER HERB TAYLOR: Good morning.

18 I want to thank President Ray Curry.

19 I want to thank Vice President Chuck
20 Browning, who happened to be over the Chaplaincy
21 Department.

22 This has been a historical moment for
23 chaplaincy, because as you witnessed, we have had
24 chaplain pray the entire conference. And we are proud
25 of the UAW for allowing that.

1 But last night I set in my room, Brother
2 Curry, and I cried for this membership.

3 (Applause)

4 ELDER HERB TAYLOR: I had no idea when we
5 started this week what we were going to do today in the
6 form of prayer.

7 But last night, my higher power, who taught
8 me when I was in recovery, I was a drug addict, and I
9 recovered, and he brought me out of darkness into his
10 marvelous light.

11 (Applause)

12 ELDER HERB TAYLOR: And I became an
13 ambassador for him.

14 But I wouldn't always do what he asked me to
15 do.

16 So I asked Brother Curry just to give me a
17 couple of minutes to tell you how good he is.

18 I wandered away. I wandered away. And
19 Brother Curry, back in April, I had a stroke. They
20 didn't expect me to walk. They didn't expect me to
21 talk. But God.

22 I stand here today with a simple message to
23 the young people: Stop disrespecting this union.

24 (Applause)

25 ELDER HERB TAYLOR: And for all of my fellow

1 retirees, I really understood for the first time when I
2 recovered from this stroke, you know, when you come out
3 of the hospital, something come behind you. What came
4 behind me was a bill from the hospital. And when I
5 opened the bill, it says \$63,000. But I looked at the
6 how much do I owe? It was \$236.

7 I don't know what benefits y'all complain
8 about, but I know the benefits that we have from this
9 union is good.

10 (Applause)

11 ELDER HERB TAYLOR: We have good benefits.

12 When I was in active workers, I took for
13 granted when they laid me off, and they paid me sub and
14 unemployment. I took it for granted. I thought I was
15 entitled.

16 But while laying on my bed trying to manage
17 the pennies, I realized I can't afford \$66,000. But I
18 think I can do something with \$200.

19 Because I get a check every month. They call
20 it a pension check. I don't know you young people know
21 about a pension check. But keep on living, you will.

22 (Applause)

23 ELDER HERB TAYLOR: Somebody touched me on
24 the shoulder last night. And it was the spirit of our
25 leader, Walter Reuther. And he touched me. And this

1 is his prayer. Walter Reuther prayed this prayer years
2 ago:

3 Father of all men, give us the wisdom to know
4 what is right, and the strength to do what is right.
5 Unite all people in the solidarity of human
6 brotherhood. And enrich them with the splendor of
7 human diversity. Light the way so truth may guide us
8 and we may find our way through the danger and
9 difficulties of hatred, misunderstanding, and war.

10 Article 41, Section 2 of this great UAW
11 Constitution reminds all of us that it is our duty to
12 render aid and assistance to our brothers and sister
13 members in cases of illness, death, and distress. And
14 in every way equip him or herself as long and devoted
15 members of this international union.

16 We are blessed, people. Delegates, we are
17 blessed. Let's take not the blessing that we have been
18 given for granted. Let's take it not for granted.

19 And I want to thank this union for allowing
20 this crackhead to stand up before God's people and
21 remind them that no weapon formed against us shall
22 prosper. No weapon formed against us shall prosper.
23 No weapon formed against us shall prosper.

24 (Cheers and applause)

25 ELDER HERB TAYLOR: We have been doing this

1 thing too long. Be strong in the Lord and in the power
2 of his might.

3 And for those who have been bound to
4 addiction, in the 12-step program of Alcoholics
5 Anonymous, it says, "We sought through prayer and
6 meditation to improve our conscious contact with God,
7 praying only for the knowledge of his Will and the
8 power to carry it out."

9 Let this union continue to give us power,
10 because there's people on the outside that need us.
11 The middle class need us. The people that need to be
12 organized, they need this union.

13 (Applause)

14 ELDER HERB TAYLOR: They need this union.
15 Thank you very much.

16 (Cheers and applause)

17 PRESIDENT CURRY: Thank you, again, Elder
18 Herb Taylor.

19 Timekeepers today, Region 1A, Local 182,
20 Tracy Collins;

21 Region 1, 771 Local, Eric Jones.

22 Our alternate timekeeper today is from
23 Region 9, Local 677, Michael Shupp.

24 We will now bring back Vice President Terry
25 Dittes to continue the nominations and election of the

1 second trustee position pursuant to Article 51,
2 Section 3. The second trustee position is for a full
3 three terms, 12 years, that is 2022 to 2034.

4 We will do the nominations for the trustees'
5 positions for the full three terms.

6 Delegates wish to nominate, please come
7 forward to Vice President Dittes.

8 Delegate with the white piece of paper,
9 please go to mic 7.

10 DELEGATE ROBERTA GAINER: I will wait for my
11 point of order for Vice President Dittes.

12 PRESIDENT CURRY: Please proceed. I am
13 actually chairing right now. The Vice President has
14 not assumed the Chair.

15 DELEGATE ROBERTA GAINER: Okay. So the
16 elections of the trustee, rule Article 51, Section 2,
17 will you be allowing the candidates to speak, campaign
18 prior to -- after the nominations?

19 PRESIDENT CURRY: No. That was clear. That
20 was clear.

21 Please come to order, delegates.

22 DELEGATE ROBERTA GAINER: Please respect --

23 PRESIDENT CURRY: Delegate, Delegate, that
24 was clear yesterday in the rules stated by Vice
25 President Dittes before the nomination process began

1 for the officers or the trustees. It was clearly
2 stated that the communication and the utilization of
3 the five minutes of times will be granted to the
4 nominators. But the candidates would not speak.

5 DELEGATE ROBERTA GAINER: And where did --
6 excuse me, excuse me, I have the -- I have the floor.

7 PRESIDENT CURRY: Delegate, please address
8 the Chair.

9 (Applause)

10 DELEGATE ROBERTA GAINER: I am sorry, can you
11 please get control of your --

12 PRESIDENT CURRY: I am controlling the
13 delegates.

14 DELEGATE ROBERTA GAINER: Thank you. Thank
15 you. I am not trying to be --

16 PRESIDENT CURRY: Delegate, again, I will
17 restate.

18 DELEGATE ROBERTA GAINER: Can I just ask the
19 question.

20 PRESIDENT CURRY: Delegate, I restate that
21 Vice President Dittes, while chairing the nominations
22 yesterday, stated at the very beginning the rules that
23 would be in play for the nomination. And we did
24 proceed with those accordingly for each office that was
25 nominated on yesterday for the officers, and the

1 trustee race.

2 DELEGATE ROBERTA GAINER: Was the rules
3 adopted?

4 PRESIDENT CURRY: They were adopted.

5 DELEGATE ROBERTA GAINER: Where were the
6 rules -- do you want the floor?

7 UNIDENTIFIED SPEAKER: Waste of time.

8 PRESIDENT CURRY: Delegate, we have listened.
9 At this point, I am going to rule you out of order.
10 Those were established rules yesterday.

11 (Cheers and applause)

12 PRESIDENT CURRY: Now Vice President Dittes
13 will chair the nominations for the Second Trustee
14 slots.

15 VICE PRESIDENT DITTES: We are going to go to
16 the nomination process. I've got a couple of notes
17 here. We are going to go to the nomination process for
18 the election of the Second Trustee, as President Curry
19 just said. This is the one that runs through 2034.

20 We went through the rules yesterday. Same
21 rules apply today, which we debated. There's a maximum
22 of two nominations per candidate.

23 With all due respect, if you go beyond the
24 two, you will be ruled out of order. We will go --

25 So first of all, I have been informed we have

1 some live streaming going on here. Not from the
2 delegate section, but from the distinguished guests.
3 We would ask them to stop the live streaming.
4 Appreciate it.

5 Sergeant-At-Arms, could you check that,
6 please.

7 Getting back to the rules, same rules as
8 yesterday. Two maximum nominations, no speeches,
9 five-minute limit for those you are nominating. No
10 defamatory speeches. You can talk all you want about
11 the candidate you want to put on the ballot and say all
12 the things you want. But we are going to stay away
13 from that. We are a family here. And this election
14 will go as planned.

15 (Applause)

16 VICE PRESIDENT DITTES: Thank you.

17 So as we did yesterday, we are going to
18 continue to move around and start at different places,
19 to be fair to everyone. Everyone will get the chance
20 to nominate their candidate of choice.

21 So today, we are going to start in sequential
22 order of the regions, and we are going to start in
23 Region 1.

24 And we are going to ask, are there any
25 nominations for Trustee of the International Union from

1 Region 1?

2 Blue folder here, second, this blue folder, I
3 will get to you in a second.

4 Number 19, that's it, mic 4, please.

5 DELEGATE ERIC GRAHAM: Good morning,
6 everyone. Eric Graham, President, Local 140.

7 I would like to nominate Dana Davidson.

8 VICE PRESIDENT DITTES: Thank you.

9 Brother here on the end, mic 4.

10 DELEGATE ERIC FLEMING: Morning, everyone.
11 Eric Fleming, President, Local 7, under the great
12 leadership of Region Director James Harris.

13 (Applause)

14 DELEGATE ERIC FLEMING: Assistant Director
15 Jason Craig.

16 I would like to nominate Dana Davidson.

17 VICE PRESIDENT DITTES: Thank you, Brother.

18 (Applause)

19 VICE PRESIDENT DITTES: Are there any other
20 nominations in Region 1?

21 Right here on the corner, mic 3, please.

22 DELEGATE DAVID KARNAFEL: Dave Karnafel, Shop
23 Chair, Local 212.

24 I would like to nominate Dana Davidson.

25 VICE PRESIDENT DITTES: You are out of order,

1 Brother. Please be seated.

2 Turn off mic 3.

3 Any other nominations, Region 1?

4 Got a white card, mic 3.

5 DELEGATE DERRICK JACKSON: Derrick Jackson,
6 Local 2500.

7 I'd like to nominate Dana Davidson.

8 VICE PRESIDENT DITTES: You are out of order
9 also.

10 Middle section, green folder. Mic 3 probably
11 closest.

12 DELEGATE BATAVIAN WICKS: Batavian Wicks,
13 Local 869, Region 1.

14 Before we do this again, obviously, y'all
15 have the candidate y'all want.

16 Why don't we close nominations, and let her
17 win by acclamation, so we don't have to disrespect
18 anybody in this hall thinking that it's fair and
19 impartial.

20 VICE PRESIDENT DITTES: Brother, do you have
21 a nomination?

22 DELEGATE BATAVIAN WICKS: Yes, what's her
23 name? Dana Davis.

24 VICE PRESIDENT DITTES: You are out of order.
25 Sit down, Brother.

1 Any other nominations? Folder, pink-looking
2 folder.

3 Young lady, mic 4, please.

4 Okay. I acknowledge the young lady with the
5 dark hair.

6 If you could just wait a second, Brother.
7 Thank you.

8 DELEGATE JENNIFER SZPYNDA: Good morning,
9 Brothers and Sisters. My name is Jennifer Szpynda. I
10 am from UAW Local 1264, under Region 1 Director James
11 Harris and Assistant Director James Craig.

12 I am not here to nominate Ms. Davidson. I
13 don't know what her name is.

14 But I am here to nomination Scott Houldieson.

15 VICE PRESIDENT DITTES: Thank you.

16 You are up, Brother.

17 DELEGATE RICHARD CLAY, JR.: Richard Clay,
18 Local 51.

19 I would like to nominate Dana Davidson.

20 VICE PRESIDENT DITTES: You are out of order.

21 Please be seated.

22 First row.

23 UNIDENTIFIED SPEAKER: Good morning,
24 everybody.

25 Under the wonderful leadership of James

1 Harris, my Director, Assistant Director Jason Craig,
2 and my President Eric Fleming from Local 7.

3 I would like to nominate Dana Davidson.

4 VICE PRESIDENT DITTES: You are out of order.

5 Sit down, Sister. Thank you.

6 Right here, first row, mic 3, please.

7 DELEGATE LARRY DAVIS: My name is Larry
8 Davis.

9 I would like to nominate Dana Davidson.

10 VICE PRESIDENT DITTES: You are out of order,
11 Brother. Please be seated.

12 Any other nominations in Region 1?

13 Point of information, somewhere in the back,
14 head to mic 6.

15 DELEGATE ROBERT REYNOLDS: Where else would I
16 be?

17 Bob Reynolds, Local 897, Retiree Delegate.

18 Listen, I understand where we are trying to
19 go.

20 But we have a long agenda ahead of us on this
21 caucus. We have to get through this caucus today, or
22 the rest of it will be turned over to the Executive
23 Board.

24 So let's know, you already have two votes,
25 two nominations for that young lady. Perfect. Let's

1 move on and get through this. Okay? Thank you.

2 (Applause)

3 VICE PRESIDENT DITTES: Are there any other
4 nominations in Region 1?

5 Seeing no hands, we will move sequentially to
6 Region 1A and look for nominations.

7 I see the young lady waving the white, close
8 to mic 8.

9 DELEGATE GLYNES MARTIN: My name is Glynes
10 Martin, Local 600. My president is Bernie Ricke. My
11 Regional Director is Laura Dickerson. And my Assistant
12 Director, Dave Pagac.

13 I would like to nominate Dana Davidson.

14 VICE PRESIDENT DITTES: You are out of order,
15 Sister. You are out of order.

16 Any other nominations?

17 Waving the placard, first row, mic 8, please.

18 DELEGATE SARA SCHAMBERS: Good morning,
19 Brothers and Sisters. My name is Sara Chambers. I
20 represent UAW Local 182. I serve this membership under
21 this great President Chair Terry Chitwood (phonetic).
22 The beautiful, strong, now let's repeat strong woman,
23 Regional Director Laura Dickerson.

24 (Applause)

25 DELEGATE SARA SCHAMBERS: The brilliant

1 Assistant Director Dave Pagac.

2 (Applause)

3 DELEGATE SARA SCHAMBERS: One of the most
4 passionate, driven, witty men that I have ever met,
5 Chuck Browning.

6 (Applause)

7 DELEGATE SARA SCHAMBERS: The greatest leader
8 that I have ever served under, Ray Curry.

9 (Applause)

10 DELEGATE SARA SCHAMBERS: And some of the
11 best and most passionate leaders standing and sitting
12 on that stage.

13 I would like to nominate Dana Davidson.

14 VICE PRESIDENT DITTES: You are out of order,
15 Sister. Please be seated.

16 Any other nominations?

17 The brother is waving the blue, got a blue
18 shirt, right here with the hat. Mic 7.

19 Yes, that's you. Yep. There is no lights on
20 you there. It's hard to see you.

21 UNIDENTIFIED SPEAKER: Brother Chair, I am
22 asking you to please instruct the delegates to no
23 longer have any delegate nominate Dana Davidson. She
24 is in nomination. Okay. We should not be wasting
25 time. So I'm asking the Chair to instruct the

1 delegates.

2 VICE PRESIDENT DITTES: Brother, as I
3 respond, the rules were stated. They were stated. If
4 they exceed two, they would be ruled out of order.

5 I cannot silence the votes of the delegates
6 who wish to stand.

7 That's democracy. That's our Union, Brother.

8 (Cheers and applause)

9 VICE PRESIDENT DITTES: That's how it is.

10 With that, are there any other nominations in
11 Region 1A?

12 I got one back here, closest to mic 7.

13 DELEGATE JAMAL MAKLED: Jay Makled,
14 Local 600, delegate to this convention.

15 We are following the rules.

16 But we also want to vote for, nominate Dana
17 Davidson.

18 VICE PRESIDENT DITTES: You are out of order.
19 Please be seated.

20 Any other nominations, Region 1A?

21 Help me, Sergeant-At-Arms.

22 Seeing no hands, I am going to move right
23 here in the front to Region 8.

24 Are there any nominations?

25 Blue folder closest to mic 2.

1 DELEGATE DUANE SMITH: I would like to thank
2 you, Brother Dittes, for letting me speak and cast my
3 vote, like we are here to do. I am Duane Smith,
4 Local 509, out of Pico Rivera, California.
5 Also like to thank Mitchell Smith and Tim
6 Smith for all the dedicated work they do.
7 Okay. But my vote will go to Dana.
8 VICE PRESIDENT DITTES: You are out of order.
9 And it's a nomination, Brother.
10 Any other?
11 Strike folder, here, mic 2.
12 DELEGATE MATTHEW CAGLE: Matt Cagle,
13 Local 298.
14 I nominate Dana Davidson.
15 VICE PRESIDENT DITTES: You are out of order.
16 Please be seated.
17 White folder right here, row four. Mic 2,
18 please.
19 DELEGATE JUDITH WEBB: Judy Webb, 737.
20 I would like to nominate Dana Davis.
21 VICE PRESIDENT DITTES: You are out of order,
22 Sister.
23 Please be seated.
24 On the end here, blue folder, mic 2.
25 UNIDENTIFIED SPEAKER: Yes. Good morning.

1 I would like to nominate --

2 First of all, I would like to thank Mitchell
3 Smith and Tim Smith for the great leadership for our
4 Local and our Region.

5 (Applause)

6 UNIDENTIFIED SPEAKER: And I would like to
7 nominate Dana Davidson.

8 VICE PRESIDENT DITTES: You are out of order,
9 Brother. Please be seated.

10 Green hat back here, mic 3, please.

11 DELEGATE WILLIAM PANEBAKER: Of course it's
12 up real tall.

13 Bill Panebaker, Local 1968, Region 8.

14 Happy retirement, Mitch, Tim Smith, Assistant
15 Director, no relation.

16 I would like to nominate Dana Davidson.

17 VICE PRESIDENT DITTES: You are out of order,
18 Brother, please be seated.

19 Yellow folder here, blue shirt, mic 3,
20 please.

21 DELEGATE RANDALL WHELAN: My name is Randy
22 Whelan, Local 3047, Region 8, under the steadfast tried
23 and true leadership of Director Mitchell Smith and
24 Assistant Director Tim Smith.

25 I nominate Dana Davidson.

1 VICE PRESIDENT DITTES: You are out of order.
2 Please be seated.
3 Any other nominations in Region 8?
4 Right here, salmon colored shirt, I believe.
5 Close enough?
6 Mic 2. Am I right?
7 I am sorry, go ahead, Brother.
8 DELEGATE JERRY ROSS, JR.: Jerry Ross,
9 Junior, Local 1762, under the direct leadership of
10 Mitchell and Tim Smith, great leadership of Mr. Curry.
11 I stand to nominate Dana Davidson.
12 VICE PRESIDENT DITTES: You are out of order.
13 Please be seated.
14 Any other nominations, Region 8?
15 We have got a point of order somewhere.
16 Please identify, is it right here?
17 Wait, wait, wait, wait.
18 You have got a point of order, please come to
19 mic 4. We acknowledge your point of order.
20 DELEGATE RAY DAVIS: My name is Ray Davis. I
21 am a member of the Retired Workers Advisory Council.
22 And my point of order is, I don't want to
23 interrupt your order that you are going in, but would
24 you please recognize the speaker from the Advisory
25 Council?

1 VICE PRESIDENT DITTES: Yes, sir. I will.
2 We will get to that. Okay. Thank you.

3 DELEGATE RAY DAVIS: If I could stand here.
4 And maybe you could recognize me after next.

5 VICE PRESIDENT DITTES: After we finish
6 Region 8, I will move to the Advisory Council, those
7 that have a vote and are delegates. Fair enough.

8 DELEGATE RAY DAVIS: Thank you.

9 VICE PRESIDENT DITTES: You are welcome,
10 Brother. Thank you.

11 Any other nominations in Region 8? White
12 folder, mic 6, please.

13 DELEGATE ANTHONY GROLL: Tony Groll,
14 UAW 3520, under the leadership of the honorable IEB and
15 Mitchell Smith and Tim Smith.

16 I nominate Dana Davidson.

17 VICE PRESIDENT DITTES: You are out of order.
18 Please be seated.

19 Are there any other nominations in Region 8?
20 Seeing none, I will go over to the Retired
21 Advisory Board to open up nominations there, at the
22 request of our retiree.

23 So I open it up to the Retired Advisory Board
24 who has voice and vote.

25 Any nominations?

1 Oh, I didn't know if you had more. Mic 4,
2 please.

3 DELEGATE RAY DAVIS: Mr. Chairman, my name is
4 Ray Davis. I am a member of the Advisory Council,
5 under the leadership of Mitchell Smith, Region 8, and
6 the great Assistant Director, Region 8, Tim Smith,
7 under the leadership of the Director of the Retired
8 Workers Department, Leigh Keggeris, and under the
9 leadership of my great President, Ray Curry.

10 I have been to many conventions. I have
11 never been ruled out of order. I am going to give you
12 that honor today, because I --

13 (Applause)

14 DELEGATE RAY DAVIS: I am --

15 (Cheers and applause)

16 DELEGATE RAY DAVIS: I am taking the floor to
17 nominate Dana Davidson.

18 (Applause)

19 VICE PRESIDENT DITTES: You are out of order,
20 Brother. Please be seated.

21 Are there any other nominations from the
22 Retiree Advisory Council?

23 Seeing no hands, we are going to move on to
24 Region 9.

25 In the back, any nominations?

1 I see a white folder, bluish, try mic 6,
2 maybe. Too many lights in my eyes.

3 DELEGATE CHRISTOPHER SAYLOR: Hi, I am Chris
4 Saylor, from Local 677.

5 Contrary to the rumors of us leaving today,
6 we, Local 677, are in the house to the end.

7 (Applause)

8 DELEGATE CHRISTOPHER SAYLOR: We nominate, in
9 unity, Dana Davidson.

10 VICE PRESIDENT DITTES: You are out of order,
11 Brother. Please be seated.

12 Any other nominations from Region 9?

13 Right here, blue shirt, mic 7, please.

14 DELEGATE DANIEL VICENTE: Hello, everybody.
15 My name is Daniel Vicente, Local 644, out of Pottstown,
16 Pennsylvania.

17 I nominate Scott Houldieson for the Trustee
18 position.

19 I am a member of Unite All Workers For
20 Democracy Caucus. I know all week you guys have said
21 we are just here to start problems and be A holes. We
22 are not. Our members sent us here.

23 VICE PRESIDENT DITTES: He has the floor.

24 DELEGATE DANIEL VICENTE: If we truly are
25 reformed, in order to be transparent, let somebody who

1 actually believes in transparency watch the books.

2 If you are not afraid of us seeing what's
3 happening with the money, let us look at the money.
4 This is bullshit.

5 VICE PRESIDENT DITTES: Thank you, Brother.
6 Any other nominations?

7 I see a white folder. Go to mic 7, please.

8 Please, when the nominator is speaking, they
9 have the floor.

10 DELEGATE BRIAN WIGGINS: Brian Wiggins,
11 Local 2367, out of Region 9, underneath the great
12 director Jeff Binz, Assistant Direction, Lauren
13 Farrell.

14 I would like to nominate Dana Davidson.

15 VICE PRESIDENT DITTES: You are out of order.
16 Please be seated.

17 Any other nominations from Region 9?

18 Any other nominations?

19 I see a white, by mic 7. Yes, go ahead.

20 DELEGATE JAMES HUTCHINSON: Good morning,
21 everybody. My name is Jim Hutchinson, Local 644, out
22 of Region 9, under the direction of Jeff Binz and
23 Assistant Director Lauren Farrell.

24 I think the IEB has done a great job
25 reforming this union.

1 (Applause)

2 DELEGATE JAMES HUTCHINSON: And I think we
3 need to lend them all the support we can.

4 And I would like to nominate Dana Davidson.

5 VICE PRESIDENT DITTES: You are out of order,
6 Brother. Please be seated.

7 Any other nominations?

8 I see a pinkish type paper. Mic 6, please.

9 DELEGATE NICHOLAS CAPONE: Good afternoon,
10 Brothers and Sisters. Nick Capone, Local 1097, under
11 the trustworthy, I repeat trustworthy leadership of the
12 International Board.

13 I nominate Dana Davidson.

14 VICE PRESIDENT DITTES: You are out of order,
15 Brother. Please be seated.

16 Any other nominations in Region 9?

17 Seeing no hands, we are going to move here
18 over to Region 4.

19 I see a blue folder right here, mic 2,
20 please.

21 DELEGATE TIMOTHY SILHA: Good morning. Tim
22 Silha, Local 95, Region 4, under the directorship of
23 Ron McInroy and the Assistant Director Brad Dutcher.

24 And with that, I would like to nominate Dana
25 Davidson.

1 VICE PRESIDENT DITTES: You are out of order.
2 Please be seated.
3 Right here on the corner.
4 DELEGATE JOHN PENA: Morning, Brothers and
5 Sisters. John Pena, UAW Local 94, John Deere, Dubuque,
6 workers in Dubuque, Iowa, under the wise and always
7 transparent leadership of Director Ron McInroy and
8 Assistant Director Brad Dutcher.
9 And with that I nominate Dana Davidson.
10 VICE PRESIDENT DITTES: You are out of order.
11 Please be seated.
12 Any other nominations?
13 White folder here on the corner, blue hat.
14 DELEGATE ROBERT PERDUE: Morning. Rob
15 Perdue, Local 492.
16 I want to be clear. I am from the only UAW.
17 And I would like to nominate Dana Davidson.
18 VICE PRESIDENT DITTES: You are out of order.
19 Please be seated.
20 Back there, gentleman with the beard,
21 closest, yes, you. Thank you.
22 DELEGATE STEVE COLLINS: Cindy, for the color
23 police, it's purple.
24 VICE PRESIDENT DITTES: Thank you. Can't see
25 from up here, Brother.

1 But go ahead.

2 DELEGATE STEVEN COLLINS: Steve Collins,
3 Local 751, under the leadership of Ron McInroy and Brad
4 Dutcher, and, of course, Ray Curry.

5 Ray Curry told me when we got out of
6 bargaining, we had 738 people. And now we have got
7 over 2,800.

8 I said, Why don't you come to bumfuck Decatur
9 so you can help me educate these people? That's when
10 he was secretary-treasurer.

11 He called me back, him, himself, and
12 Stalnaker, Dave Stalnaker, Denny, sit with us, town
13 hall, pictures.

14 Now, that's a man of integrity. Keeps his
15 word to one of the smallest goddamn locals.

16 (Applause)

17 DELEGATE STEVEN COLLINS: And I don't want to
18 hear no shit unless you can back it up, up here,
19 because this is what this union needs.

20 (Applause)

21 VICE PRESIDENT DITTES: Do you have a
22 nomination, sir?

23 DELEGATE STEVEN COLLINS: Dana Davidson.

24 VICE PRESIDENT DITTES: You are out of order.
25 Please be seated.

1 Any other nominations?

2 Right here, front row, mic 2.

3 DELEGATE MICHAEL SHAW: Good morning,

4 Brothers and Sisters.

5 Mike Shaw, VP, Local 74, of the UAW. No

6 other letters, no hyphens, the UAW.

7 Under the leadership of Ron McInroy and

8 Dutch.

9 Like to nominate Dana Davidson.

10 VICE PRESIDENT DITTES: Out of order. Please

11 be seated.

12 Any other nominations?

13 Region 4, I see here raising a folder. Mic

14 2, please.

15 DELEGATE CRAIG FRYDA: Craig Fryda,

16 Local 592, under the direction of Ron McInroy and

17 Dutch, stand with Ray Curry.

18 Nominate Dana Davidson.

19 (Applause)

20 VICE PRESIDENT DITTES: You are out of order.

21 Please be seated.

22 I have a yellow folder in the back there.

23 Mic 1, please.

24 We have got a point of order somewhere.

25 Sergeant-At-Arms, help me. Mic 5.

1 UNIDENTIFIED SPEAKER: Mic 5.

2 VICE PRESIDENT DITTES: Is that point of
3 order?

4 DELEGATE SAMUEL SMITH: Point of order.

5 VICE PRESIDENT DITTES: Okay. Go ahead.

6 DELEGATE SAMUEL SMITH: Local 2179,
7 Region 9A. I would like to move Resolution 0383, page
8 70 in the submitted resolutions, out of committee.

9 VICE PRESIDENT DITTES: We are in the middle
10 of debate, Brother. We are in the middle of
11 nominations. You talk about order. This is the order
12 agreed to.

13 (Applause)

14 VICE PRESIDENT DITTES: You want to bring it
15 up now?

16 You are out of order. You can be seated.
17 Thank you.

18 Any other nominations in Region 4?

19 Blue shirt, mic 8.

20 UNIDENTIFIED SPEAKER: Sir, I made a motion
21 to table something yesterday to the afternoon session,
22 and you closed without having it. So you are out of
23 order for what we passed that motion for.

24 And we also, we also, we also asked for a
25 paper to be printed up for that Sister down there. And

1 you said we would have it before we left yesterday.

2 You can yell all you want to. You won't shut
3 me up. Get louder if you want, because I can get twice
4 as loud as you can.

5 But right now, I had a motion to do something
6 yesterday, and have that paper delivered before we
7 left.

8 (Yelling and booing)

9 VICE PRESIDENT DITTES: All right. We are
10 still in Region 4.

11 Are there other nominations?

12 I think I have got one at mic 1.

13 DELEGATE JOHN BOGUCKI: John Bogucki,
14 Local 2096, Region 4, under the leadership of Ron
15 McInroy, Brad Dutcher, and our great President Ray
16 Curry.

17 I nominate Dana Davidson.

18 VICE PRESIDENT DITTES: You are out of order.
19 Please be seated.

20 Right here, by mic 1.

21 DELEGATE CHRISTOPHER PENA: Chris Pena,
22 Local 551, Chicago, Illinois, under the great
23 leadership of Ron McInroy and Brad Dutcher.

24 I would like to nominate Dana Davidson.

25 VICE PRESIDENT DITTES: You are out of order.

1 Please be seated.

2 Any other nominations?

3 Right here by mic 2.

4 DELEGATE GINA FELKER: Good morning.

5 Gina Felker, out of 578, Region 4.

6 I want to say there is only one UAW.

7 And I nominate Dana Davidson.

8 VICE PRESIDENT DITTES: You are out of order,

9 Sister. Please be seated.

10 Any other nominations?

11 Right here on the end, mic 2.

12 DELEGATE JASON STARR: Thank you,

13 Mr. Chairman.

14 My name is Jason Starr, proudly hailing from

15 UAW Local 249, at the Kansas City Ford Assembly Plant.

16 I have the distinct honor and privilege to serve with

17 the greatest financial secretary in all of the UAW.

18 And hell, yeah, I am out of order, because I

19 nominate Dana Davidson.

20 VICE PRESIDENT DITTES: You are out of order.

21 Please be seated.

22 Are there any other nominations in Region 4?

23 Right here. Second row. Pink folder,

24 salmon. I don't know. All right, Brother.

25 DELEGATE DAVID ROBINSON: David Robinson,

1 Local 94.

2 I don't know about the rest of you, but I'm
3 kind of tired of people talking ill of this union that
4 probably weren't even in it when the bad stuff
5 happened.

6 (Applause)

7 DELEGATE DAVID ROBINSON: I would like to
8 nominate Dana Davidson.

9 VICE PRESIDENT DITTES: You are out of order.
10 Please be seated.

11 Any other nominations from Region 4?

12 I see a hat waving. I won't talk about the
13 color of your shirt, but go ahead.

14 DELEGATE ROBERT KREITLER: Yeah. I guess
15 it's an orange or a blaze orange shirt. I don't know
16 what colors.

17 Anyway, Robert Kreidler, UAW 751, out of
18 Region 4, under Ron McInroy and Dutch, as we
19 affectionately refer to him as.

20 And I am a second generation union member.
21 My mother was a 31-year retiree of IAM Local 852 from
22 Revere.

23 She is enjoying her pension, and she is
24 enjoying her insurance because of great unions like
25 this that fought for those rights and fought for all

1 those privileges for our workers.

2 (Applause)

3 DELEGATE ROBERT KREITLER: And I remember
4 Mother being on the picket line, and the sacrifices she
5 made to help keep diapers on me and to keep my butt in
6 food and to keep my stomach full and a roof over my
7 head.

8 And I am proud to be in here representing my
9 Local, my Region, and every other worker that is not in
10 a union, in their fight to get the rights and
11 privileges they deserve.

12 (Applause)

13 DELEGATE ROBERT KREITLER: I am going to
14 stand in solidarity with quite a few of my other ones,
15 and get ruled here, Dana Davidson.

16 VICE PRESIDENT DITTES: You are out of order.
17 Please be seated.

18 Any other nominations?

19 Region 4, white folder, wearing the mask.
20 Mic 2.

21 DELEGATE SCOTT HOULDIESON: Good morning,
22 Brothers and Sisters.

23 Are we having fun or what?

24 My name is Scott Houldieson. I am from
25 Local 551 in Chicago, Region 4.

1 And this display of being out of order is
2 really comical. Thank you. It's entertaining. We are
3 really amused by this point, by being called out of
4 order time and time again. It's very amusing.

5 (Booing)

6 DELEGATE SCOTT HOULDIESON: So the
7 importance -- I reclaim my time, while I am being
8 shouted down, I would like to reclaim my time.

9 VICE PRESIDENT DITTES: Let the Brother
10 speak. He is standing up for the purpose of a
11 nomination.

12 DELEGATE SCOTT HOULDIESON: So the position
13 of Trustee is to watch over the books, and make sure
14 that our union dues are not being misspent.

15 The reason that we have a Federal Monitor in
16 the first place is because the union dues were being
17 misspent. So the Trustee's job is very, very
18 important.

19 (Booing)

20 DELEGATE SCOTT HOULDIESON: Excuse me, I
21 reclaim my time. I am being shouted down. I reclaim
22 my time, once you, once you get order in the hall.

23 VICE PRESIDENT DITTES: Do you have a
24 nomination, Brother?

25 DELEGATE SCOTT HOULDIESON: I do.

1 So the Trustee position needs somebody that's
2 going to keep a close eye on how the spending is going.
3 It is going to keep a close eye on if there are
4 differences --

5 VICE PRESIDENT DITTES: We have got a point
6 of order over here.

7 DELEGATE SCOTT HOULDIESON: So you recognize
8 the point of order while somebody is speaking?

9 VICE PRESIDENT DITTES: Are you finished?
10 Keep going. Go ahead.

11 We will get to you.

12 I am waiting for the Brother's nomination.

13 DELEGATE SCOTT HOULDIESON: So I would like
14 to -- I would like to -- I would like to say it's very
15 important that we elect somebody with the courage to
16 stand up here in front of --

17 VICE PRESIDENT DITTES: Brother, do you have
18 a nomination?

19 You are a candidate. You have been
20 nominated.

21 DELEGATE SCOTT HOULDIESON: That person --

22 VICE PRESIDENT DITTES: The delegates voted
23 against speeches, Brother.

24 Do you have a nomination?

25 Do you have another nomination, Brother?

1 DELEGATE SCOTT HOULDIESON: Had you not been
2 speaking over me, you would have heard it.

3 Had you not been speaking over me, you would
4 have heard my nomination. I made a nomination.

5 VICE PRESIDENT DITTES: Go ahead. Continue.

6 DELEGATE SCOTT HOULDIESON: I made a
7 nomination.

8 Did you hear my nomination?

9 VICE PRESIDENT DITTES: No, I missed it.

10 DELEGATE SCOTT HOULDIESON: Oh, that's
11 because you were speaking over me while I was making
12 the nomination.

13 VICE PRESIDENT DITTES: Repeat your
14 nomination, Brother.

15 DELEGATE SCOTT HOULDIESON: I nominate Bill
16 Bagwell.

17 VICE PRESIDENT DITTES: Thank you.

18 Any other nominations, Region 4?

19 Right here, second row.

20 We have a point of order here, mic 4.

21 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj,
22 Local 51.

23 Point of information over here. If anybody
24 wants to know what the financials look like, we have a
25 website called UAW.org. If you want to know how the

1 money was used, you can actually go on the Monitor's
2 website. Just go online and take a look. It's all
3 transparent. It's all there.

4 (Applause)

5 VICE PRESIDENT DITTES: Thank you, Brother.
6 We would like to continue the process.

7 We are still in Region 4.

8 We have someone at mic 2 for a nomination.

9 DELEGATE JERED ALTHOFF: Local 94, Jered
10 Althoff, everyone calls me Big Red, under the
11 life-changing leadership of Ron McInroy and Brad
12 Dutcher, and working under the great president of Chad
13 Kaiser.

14 We had a little break in there. I wasn't
15 sure, so I just want to make sure everyone remembers
16 I'm going to nominate Dana Davidson.

17 VICE PRESIDENT DITTES: You are out of order.
18 Please be seated.

19 Region 4, white, white folder, right behind
20 you, Ted, right behind you. I acknowledge this Brother
21 here.

22 DELEGATE FREDERICK JAMISON: President
23 Frederick Jamison, out of UAW Local 2250, Region 4,
24 under the leadership of Ron McInroy, Assistant Director
25 Brad Dutcher, and the home of the Pat Greathouse

1 Center.

2 And I would like to nominate Dana Davidson.

3 VICE PRESIDENT DITTES: You are out of order.

4 Please be seated.

5 Right here.

6 DELEGATE JAMES FISHER: Thank you very much.

7 Jim Fisher, Local 249, Plant Chairman.

8 A lot of you guys have spent a lot of time
9 talking about the goals and the desires we have in the
10 upcoming contracts.

11 Case is out right now. John Deere just got
12 their deal.

13 Right now we need strong, qualified, and
14 experienced candidates at all ends of the level.

15 My Brother over here came up and started to
16 give a description of the trustee.

17 My candidate was elected treasurer in 2007
18 from Local 249. Since 2011 has served as our financial
19 secretary and has been on our executive board for
20 almost 15 years.

21 My candidate, I am proud to announce, Dana
22 Davidson.

23 VICE PRESIDENT DITTES: You are out of order.

24 Please be seated.

25 Young lady right behind you.

1 DELEGATE KANIE KASTROLL: Hi, Kanie Kastroll,
2 Local 3555, Las Vegas. We are dealers and casino
3 workers.

4 I am under the direction of Ron McInroy and
5 Brad Dutch.

6 I think I'm wearing the right T-shirt today
7 because it talks about women in positions.

8 But I want to speak to, I want to nominate,
9 and I want to speak to the fact that we are all one.
10 This is a union, we are all one. We are one.

11 And so this whole process when people talk
12 about the establishment, it is a grooming process. And
13 you start low, and you get vetted and vetted and vetted
14 and vetted until you get somewhere where you are vetted
15 so that we have a solid foundation as the leadership of
16 this great union. And that's the proper way to do it,
17 instead of somebody random that might not have
18 experience and understand things. They need to be
19 vetted and groomed more. So it's totally proper.

20 And also, because we are one union, I think
21 we are all the same. When you talk about the Executive
22 Board, you are talking about all of us. Okay. All of
23 us. And all of our members back home.

24 So when you say there's corruption, you are
25 talking about me and you and you and you, all of you.

1 And it is highly offensive when we are saying the word
2 "corruption" in coordination with our union. And I
3 want to get that straight right now.

4 But, on a happier note, because I got this
5 T-shirt on randomly, I want to vote, and excuse me, I
6 want to nominate Dana Davidson.

7 VICE PRESIDENT DITTES: You are out of order,
8 Sister. Please be seated.

9 Any other nominations in Region 4?

10 I am seeing no hands in Region 4.

11 So we are going to move back to Region 9A.

12 I see a gentleman in a blue shirt, Brother
13 heading towards mic 6, yes.

14 There's not much light back there. It is
15 hard to see you.

16 DELEGATE RENFORD WHYNES: My name is Renford
17 Whynes, President of Local 2377, under the leadership
18 of Beverly Brakeman.

19 And I have seen so many things happening
20 inside here. And so many people that is here for the
21 first time do not understand the process of what needs
22 to be done.

23 And let me say this to you. Divided we will
24 fall.

25 United we stand together. And we need to be

1 united. This is what union is all about.

2 For that reason, I want to nominate Dana
3 Davidson.

4 VICE PRESIDENT DITTES: You are out of order,
5 Brother. Please be seated.

6 I see back in the back, there's a white
7 folder. Help me out, Sergeant-At-Arms, mic 5. Yes.
8 That's it, the white folder.

9 DELEGATE FRANCIS SUAREZ: (Translated):

10 Hi, everybody. I am Francis Suarez, from
11 Local 2396, and proudly from Puerto Rico, under the
12 leadership of Ray Curry and Beverly Brakeman. And I am
13 happy to be here and to belong to this union.

14 And I proudly nominate Dana Davidson.

15 (Applause)

16 VICE PRESIDENT DITTES: You are out of order.
17 Please be seated.

18 Region 9A, another nomination.

19 I got a purple shirt near the mic 6, purple
20 shirt.

21 DELEGATE MATTHEW GRAUGARD: Matt Graugard,
22 Local 405, under the courageous and compassionate
23 leadership of Beverly Brakeman.

24 I would like to nominate Dana Davidson.

25 VICE PRESIDENT DITTES: You are out of order,

1 Brother.

2 I have a -- waving the folder, it is like a
3 green shirt, head to mic 5, please.

4 DELEGATE JOHN SANTORO: Hello. My name is
5 John Santoro. I am with Local 7902.

6 I am an adjunct instructor at NYU. I am one
7 of the people that you, this union, elected to
8 organize. We put our faith in you. We chose you to
9 help us and support us.

10 And I speak for the fastest-growing portion
11 of this union, the academic professionals.

12 We, when we hear code words like "one UAW,"
13 or "the true UAW," these are hurtful words, and not in
14 keeping with the great history of our union.

15 (Applause)

16 DELEGATE JOHN SANTORO: And so I have a
17 nomination. I am 70 years old. I am well-experienced.
18 I am a trustee of other organizations. And I nominate
19 myself, John Santoro.

20 (Applause)

21 VICE PRESIDENT DITTES: Any other nominations
22 in Region 9A? I see a white folder by mic 6.

23 DELEGATE SHARON WALLS: Good morning,
24 Brothers and Sisters. My name is Sharon Walls, and I'm
25 from Local 2110 in New York City, Barnard College.

1 And I just want to say that our regional
2 director is the beautiful Beverly Brakeman. And I have
3 all faith in her, that she will continue to lead our
4 Local into the future.

5 And I also want to acknowledge our former
6 President of Local 2110, Maida Rosenstein, who
7 supported me and my colleagues in a six-month strike at
8 Barnard College.

9 And if it wasn't -- and our new president,
10 Olga Brudastova, excuse me if I pronounce your name
11 wrong, Olga, but I just want to say that I want to
12 congratulate her on being the new president and forging
13 ahead and leading us into the future of this union.

14 And I want to say that I am a 35-year member
15 of the UAW. And I am proud of this union. Because it
16 has always backed me and my members. And I want to say
17 we need to show a little bit more love and respect for
18 each other today.

19 (Applause)

20 DELEGATE SHARON WALLS: And I know that the
21 new leadership will lead us in honesty and integrity
22 toward the future.

23 And me personally, Ray Curry, you got my
24 back. I got your back. Okay.

25 (Applause)

1 DELEGATE SHARON WALLS: And I want to also
2 say that greetings from all the Barnard membership,
3 Columbia, and Teachers College. Okay. That we will
4 continue to forge ahead and be happy that we are part
5 of the UAW.

6 And I want to nominate Dana Davidson.

7 VICE PRESIDENT DITTES: Out of order, Sister.
8 Please be seated.

9 Any other nominations in Region 9A?

10 I see a mask and the white folder, blue
11 shirt, mic 5.

12 DELEGATE CATHLEEN RAYNER: Good afternoon.
13 My name is Cathy Rayner. I am from Region 9A under the
14 direction of the strong and trusted care of Director
15 Beverly Brakeman and Assistant Director Gordon Deane.

16 I am the President of Local 7770 in Rhode
17 Island.

18 I have to say first, how does the bullshit
19 feel? How does it feel?

20 (Applause)

21 DELEGATE CATHLEEN RAYNER: Many of you could
22 be on your way home right now, but we are here, we are
23 here doing this. And we are going to say, No more
24 freaking bullshit in this place today. Let's get
25 business done.

1 (Applause)

2 DELEGATE CATHLEEN RAYNER: Again, I am
3 embarrassing Beverly.

4 Oh, by the way, I would like to nominate Dana
5 Davidson.

6 VICE PRESIDENT DITTES: You are out of order,
7 Sister. Please be seated.

8 Any other nominations, Region 9A?

9 I see no hands. Unless I'm missing them.

10 So now we are going to move to the other side
11 of the hall, and we are going to move to Region 1D,
12 second row, blue folder.

13 DELEGATE JAWHAN JACKSON: All right. Like
14 the lady said, we do got to get back to the business of
15 this union, so we have got to start moving this process
16 along. We can't keep doing this. All right?

17 By the way, I'm nominating Dana Davidson.

18 VICE PRESIDENT DITTES: Brother, you are out
19 of order.

20 For the record, your name and your Local,
21 even though you are out of order, you should.

22 (Laughter)

23 DELEGATE JAWHAN JACKSON: Proudly.
24 Local 330, President Jawhan Jackson.

25 VICE PRESIDENT DITTES: Thank you.

1 Sister there with the pink folder, mic 4.

2 DELEGATE HEATHER MCCLAIN: Hi. My name is
3 Heather McClain, Local 602, Region 1D.

4 And me and Smalls want to nominate Dana
5 Davidson.

6 VICE PRESIDENT DITTES: You are out of order.
7 Please be seated.

8 (Applause)

9 VICE PRESIDENT DITTES: Right here, white
10 folder, second row.

11 DELEGATE ROBERT SMITH: Bob Smith, Local 167,
12 under the direction of Steve Dawes and Scott Z.

13 What has gone around has just come around.

14 And I nominate Dana Davidson.

15 VICE PRESIDENT DITTES: You are out of order,
16 Brother. Please be seated.

17 Green shirt standing up waving, mic 4.

18 UNIDENTIFIED SPEAKER: Local 12, under the
19 great leadership of Steve Dawes and Scott, can't
20 pronounce his last name, but Zuckschwerdt.

21 But I stand to call the close of nominations.

22 VICE PRESIDENT DITTES: You are out of order,
23 Brother.

24 White folder, right behind mic 4. Yes, you.
25 Thank you.

1 DELEGATE ROBERT TURNER: Thank you,
2 Mr. Chair. I am Robert Turner, delegate of Local 2031,
3 under the unwavering leadership of Steve Dawes and
4 Assistant Director Scott Zuckschwerdt.

5 When I think of the position of trustee, I
6 can think that they must have leadership, experience,
7 vision, and integrity.

8 That is why I enthusiastically nominate Dana
9 Davidson.

10 VICE PRESIDENT DITTES: You are out of order.
11 Please be seated.

12 Over here, mic 4.

13 DELEGATE BILL OLSON: Hello. My name is Bill
14 Olson. I am the Bargaining Chair and Constitutional
15 Delegate for Local 566, under the superlative wisdom,
16 strength, and compassion of Region 1D Director Steve
17 Dawes, Assistant Director Scott Zuckschwerdt.

18 We need someone with the strength, the
19 experience, and the integrity to uphold the office of
20 the trustee.

21 And with that, I would like to democratically
22 nominate Dana Davidson.

23 VICE PRESIDENT DITTES: You are out of order.
24 Please be seated.

25 Pink paper over towards the wall under the

1 retiree sign. Yes, mic 4.

2 DELEGATE SCOTT SWANSON: Hi. My name is
3 Scott Swanson, from Local 2275, in Region 1D, under the
4 great leadership of Steve Dawes and Assistant Director
5 Scott Zuckschwerdt.

6 I have got 34 years of being a union member,
7 and I have got 20 years of being in elected office.

8 This is my third convention.

9 I ain't never been as disgusted at a
10 convention than I am at this one.

11 To the guy that thinks this is all funny and
12 comical, grab yourself a box of popcorn and sit down.

13 And the other issue is I am tired of this
14 cult that's trying to infiltrate the UAW.

15 (Applause)

16 DELEGATE SCOTT SWANSON: I would like to
17 nominate somebody that we have, after all this, we have
18 come to just know as simply Dana.

19 VICE PRESIDENT DITTES: You are out of order,
20 Brother. Please be seated.

21 Any other nominations in Region 1D? Any
22 other nominations?

23 We are seeing no hands.

24 We are going to move back to Region 2B.

25 Okay.

1 I see right here, inside behind mic 8, it's
2 like a pink folder. Yes, you, yeah, thank you. Mic 8.
3 Thank you.

4 DELEGATE TONY DEPEW: Tony Depew, Region 2B,
5 Local 2209.

6 We nominate Dana Davidson.

7 VICE PRESIDENT DITTES: You are out of order,
8 Brother. Please be seated.

9 White folder near 8, right there, young
10 Sister, yes, Sister.

11 DELEGATE MARJORIE CHAMBERS: Thank you,
12 Brother Dittes. My name is Marjorie Chambers out of
13 Region 2B, Local 1005. And I have been a strong UAW
14 member for 47 years.

15 (Applause)

16 DELEGATE MARJORIE CHAMBERS: Thank you.

17 When I think of trustee, the first letters
18 that come to mind is trust. Is trust.

19 I stand here under the directorship of a
20 strong UAW President, Ray Curry, Director Wayne
21 Blanchard, and Assistant Director Jeff Shrock.

22 Thank you so much for your service.

23 (Applause)

24 DELEGATE MARJORIE CHAMBERS: Someone said
25 today that you need union in your heart. And I have

1 union in my heart.

2 I am a second generation union member. My
3 dad was a proud Teamster. And he taught me that we
4 need to come to our union meetings. We need to
5 participate in the voting process.

6 And I thank him today for making me such a
7 strong union member that I am.

8 I have been a trustee. I know what it takes
9 to be a trustee.

10 We are standing here on a slogan that says
11 build for tomorrow -- Build Our Tomorrow Today.

12 Today remember if we take the "you" and the
13 "I" out of union, we have none. Let's come here today
14 and be one union.

15 So I stand here and nominate a candidate that
16 not only has experience, experience in leadership,
17 experience as a trustee, and I am not a trustee, as a
18 financial secretary, that has proven integrity within
19 her Local and has a vision.

20 So I stand here today to go on record to say
21 that I am nominating Dana Davidson.

22 VICE PRESIDENT DITTES: You are out of order,
23 Sister. Please be seated.

24 White folder, blue shirt. Yes, that's it.

25 DELEGATE PAUL DONOVAN: Paul Donovan,

1 Building Chairman, Cleveland Engine, Local 1250, under
2 the great leadership of Wayne Blanchard, Assistant
3 Director Jeff Shrock.

4 I am a second generation auto worker. My
5 children are third generation.

6 I want to leave them a better union than I
7 had.

8 (Applause)

9 DELEGATE PAUL DONOVAN: We talk about
10 corruption. We talk about how all this corruption
11 affected our lives and our union and everything.

12 But we don't talk about those leaders up
13 front right now, how it affected their lives. Because
14 they were under a microscope. They turned over every
15 stone in the yard to see what happened with them.

16 (Applause)

17 DELEGATE PAUL DONOVAN: I take this time with
18 great pleasure to nominate Dana Davidson.

19 VICE PRESIDENT DITTES: You are out of order.
20 Please be seated.

21 I have against the wall, under the -- I can't
22 tell what color folder, about halfway down.

23 Yes, you, yes. That's it. The one just
24 stood. Yes. Take mic 8.

25 DELEGATE BRIAN MAUST: I am Brian Maust,

1 Local 2000, Region 2B, under Wayne Blanchard and Jeff
2 Shrock.

3 I stand here today because middle of
4 July last year, we had two great leaders take over, in
5 Ray Curry and Chuck Browning. And all the things that
6 these guys have promised us in our subcouncil, Chuck
7 Browning who was actually there at our subcouncil, he
8 promised us so many things. He promised us the TFTs
9 would convert. He promised us the leap frog bonus. He
10 promised us all these things that got delivered.

11 And then we, from my personal plant, our
12 personal plan here from Local 2000, Ohio Assembly
13 Plant, they took away our \$900 million investment.

14 We didn't get that \$900 million investment
15 back. We got \$1.5 billion, thanks to these guys
16 sitting up there in front of us right now.

17 (Applause)

18 DELEGATE BRIAN MAUST: That's the people
19 right there we need to represent us in the future.
20 They are the ones.

21 (Applause)

22 DELEGATE BRIAN MAUST: So now, I refuse to be
23 called out of order.

24 So I will nominate Bill Bagwell.

25 VICE PRESIDENT DITTES: Thank you, Brother.

1 Any other nominations?

2 At the mic, go ahead, Brother.

3 DELEGATE SHAWN MCDOUGAL: Shawn McDougal,
4 Vice President, Local 5, Bargaining Chairman, as well,
5 under the great leadership of Hollywood Blanchard, and
6 Assistant Director Jeff Shrock.

7 I am a third generation UAW worker.

8 And I can't tell you how sick I am of sitting
9 through this whole thing and having this Board
10 chastised all damn week when they have done nothing but
11 be honest with everybody here, and do their job as they
12 have been asked to do.

13 (Cheers and applause)

14 VICE PRESIDENT DITTES: Thank you.

15 (Cheers and applause)

16 DELEGATE SHAWN MCDOUGAL: I am very proud of
17 all of you sitting up there. I thank you for what you
18 do. I know that it can't be easy.

19 I nominate Dana Davidson.

20 VICE PRESIDENT DITTES: You are out of order,
21 Brother. Thank you.

22 White folder in the back, way in the back,
23 yes. That's you, Sister, mic 8.

24 DELEGATE SUSAN PRATT: My name is Susan
25 Pratt. I am the President of Local 2213, the

1 registered nurses at St. Vincent's Toledo.

2 (Applause)

3 DELEGATE SUSAN PRATT: Under the inspiring
4 leadership of Wayne Blanchard and Jeff Shrock.

5 Our leadership has provided honest and
6 transparent information to all members who has the
7 willingness to learn.

8 I would also then like to thank the
9 International Executive Board and the Sisters that sit
10 on that board, Cindy, Bev, Laura, for inspiring me
11 personally to be a better, stronger leader.

12 (Applause)

13 DELEGATE SUSAN PRATT: I come from a long
14 line of union workers, this union, from IPS small
15 plants and the Jeep unit. They have afforded me the
16 opportunity to go to school, to better myself, to
17 become a nurse.

18 And I have -- I am not the first chairman,
19 there were several chairmen before me. And they
20 provided me the opportunity for growth, and to help
21 move this union forward.

22 I don't want to keep looking in the rearview
23 mirror and talking about all this corruption, when we
24 have already put the crooks in jail.

25 (Applause)

1 DELEGATE SUSAN PRATT: If you don't like how
2 much time they got, examine how you are voting.

3 I would like to nominate a fellow Sister who
4 has demonstrated the ability to get elected, has the
5 skills, knowledge, and integrity to help continue to
6 move our great organization forward.

7 And I am sorry, Wayne, I am out of order.
8 Her name is Dana Davidson.

9 VICE PRESIDENT DITTES: You are out of order,
10 Sister. Please be seated.

11 I have a pinkish, salmon folder. Green
12 shirt. Yes, that's you.

13 DELEGATE MARK MOHN, JR.: Thank you. Good
14 morning, Brothers and Sisters. My name is Mark Mohn
15 out of Local 1050, and out of the great leadership of
16 Wayne Blanchard and Assistant Director Jeff Shrock.

17 I want to thank our board also for the
18 transparency. I appreciate everything you are doing.

19 And I stand in support for Dana Davidson.

20 VICE PRESIDENT DITTES: You are out of order.
21 Please be seated.

22 Any other nominations?

23 Right there, Brother, right there, in the
24 aisle, mic 8.

25 DELEGATE TIM BOYD: Tim Boyd, Local 12.

1 First off, I would just like to give a huge
2 shout out to our academics over there in Region 9,
3 either 9 or 9B. They have come here prepared all week.
4 Well thought-out-statements, thoughts, arguments. And
5 we have been in awe over here, some of us.

6 And so thank you very much, you guys, over
7 there in Local 9, 9B. You set the standard that all of
8 us should be following.

9 And then I go back to what have we done this
10 week? We have had some arguments, some healthy debate.
11 Some things some people didn't agree on go forth, but
12 isn't that what we are here for is have healthy debate
13 in the democratic process?

14 We had things that we pulled out such as we
15 had a vote on tiers. Not everybody agrees. Maybe it's
16 supposed to be there. Fair enough. But we handled it.

17 We had a vote this week on retirees. Some
18 people feel strongly one way, some people feel strongly
19 that way. It was pulled out of committee that went
20 against the rules. It did exactly -- the rules we say
21 that we voted upon, that we agreed upon.

22 Then we had several times, we pulled out just
23 yesterday, union pay for a strike. It was pulled out
24 of committee.

25 It was done incorrectly, right. So it

1 extended the time. But guess what, we voted it in.

2 So when you get things, when I hear these
3 things like, how does it feel? The bullshit? The
4 games? We could all be going home right now. Guess
5 what? Everyone that did that, did it through the
6 process that we all agreed to.

7 So it's all, all this clowning, the games of
8 all these grown adults coming up here and stating that
9 they are ashamed and embarrassed of this newer people
10 coming in, look around. We ain't going away. We are
11 here. And we are not going away. Deal with it.

12 Not being petty, with 50 people knowingly out
13 of order voting for her, to nominate her, so since you
14 all want to be clowns, I can be a clown too. I
15 nominate Daffy Duck.

16 VICE PRESIDENT DITTES: Point of order here,
17 over here, mic 4.

18 UNIDENTIFIED SPEAKER: Okay. Good morning.

19 You say we grown. You right. We grown. We
20 have feelings, yes, we have feelings. But the bullshit
21 you brung yesterday, and every time we turn around, you
22 all kept coming to the mic. Oh, we spending too much
23 money. We doing this and that. And what the hell you
24 think you doing? Every time I turn around, you kept
25 sending front to the back.

1 This man didn't take a dime. He just came
2 financial secretary-treasurer. But you come in here
3 talking about, oh, we keep coming to the mic nominating
4 who we want to nominate. We grown. We are doing what
5 the hell we want to do.

6 Excuse my language. I'm sorry. But like you
7 said, we one. So we have every right to express
8 ourselves to that. But come on. Come on now, if you
9 can't take it, don't dish it out. You right. We want
10 to go home. We tired. But we here because you kept
11 going to the mic with that same old stuff yesterday.
12 So we going to sit here. And we going to handle
13 business, if it take 'til tomorrow morning, we going to
14 stay here.

15 UNIDENTIFIED SPEAKER: Who are you
16 nominating?

17 UNIDENTIFIED SPEAKER: Oh, I am nominating
18 Dana Davidson.

19 VICE PRESIDENT DITTES: Thank you, Sister.

20 I am going to continue in the order, and I
21 have got Region 2B, you are waving your hand, striped
22 shirt, mic 8.

23 DELEGATE DONALD MOHN, JR.: Thank you,
24 Brother Dittes, constituents, fellow delegates,
25 Executive Board.

1 I am Don Mohn, from UAW Local 1050. I have
2 been a UAW member for 25 years. I am a third
3 generation.

4 My grandfather retired from UAW Local 1250.
5 My father retired with 42 years from UAW Local 1250.

6 My Brother and I currently have over 50 years
7 combined at Local 1050.

8 With that, been raised true blue. That's all
9 we know is union. It's in our blood.

10 Under the leadership of Wayne Blanchard and
11 Jeff Shrock, we would like to put our nomination for
12 Dana Davidson.

13 VICE PRESIDENT DITTES: You are out of order,
14 Brother. Please be seated.

15 Any other nominations?

16 Region 2B, got a white folder there.

17 DELEGATE ERIC GADD: Good morning, Brothers
18 and Sisters. My name is Eric Gadd. I am from Local
19 863 in Sharonville, Ohio, under the great leadership of
20 Wayne Blanchard and Jeff Shrock.

21 And I want to thank Chuck Browning also. He
22 is our Vice President from the UAW Ford Department. So
23 thank you, Chuck.

24 Thank you, Wayne, for everything you guys
25 have done for our plant.

1 While I am up here, too, I want to thank
2 Phyllis Bluss (phonetic), the trustee. She is from our
3 home plant, and she has finished out her term and going
4 to enjoy her retirement.

5 So Phyllis, thank you for your service.

6 (Applause)

7 DELEGATE ERIC GADD: And while I am up here,
8 I also want to give a shout out to our Brothers and
9 Sisters at Case. Stay strong. We are with you. And
10 we support you guys through your journey.

11 (Applause)

12 DELEGATE ERIC GADD: As I stand up here
13 today, I would like to nominate Dana Davidson.

14 VICE PRESIDENT DITTES: You are out of order,
15 Brother. Please be seated.

16 Any other nominations in Region 2B?

17 I see a couple folders here, all the way to
18 the wall, looks like a yellow folder. Mic 8.

19 UNIDENTIFIED SPEAKER: Good morning.

20 VICE PRESIDENT DITTES: Excuse me. I
21 acknowledge the other speaker. The other speaker,
22 Sergeant-At-Arms, let them just stand behind. That one
23 with the colored shirt is who I want. Brother, if you
24 could just stand behind, and we will recognize you
25 next.

1 Go ahead.

2 DELEGATE JOHN WEBBER: Hello, John Webber,
3 proud third generation UAW. And we would like to be
4 part of this democratic process. And nominate Dana.

5 (Applause)

6 VICE PRESIDENT DITTES: You are out of order,
7 Brother.

8 DELEGATE BRYON NUSBAUM: Good morning. My
9 name is Bryon Nusbaum. I am from Local 1435, under the
10 direction of Wayne Blanchard.

11 Anyway, Brothers and Sisters, I stand before
12 you today. I have listened to a lot of our delegates
13 speak. And yes, a lot of it is disturbing to me. Been
14 watching this for three days now, two days now.

15 This is my third convention. At this
16 convention I have seen more democracy than I had in the
17 last two.

18 (Applause)

19 DELEGATE BRYON NUSBAUM: All right. But the
20 disrespect that we are giving each other sickens me.

21 Now, I agree with our Brother here from
22 Local 12. We have a lot of young people coming behind
23 us. With this one member, one vote coming in, and the
24 way we are treating each other and acting in here is
25 disrespectful. And it looks bad. Okay.

1 (Applause)

2 DELEGATE BRYON NUSBAUM: I nominate Scott

3 Houldieson.

4 VICE PRESIDENT DITTES: You are out of order,

5 Brother.

6 Any other nominations in Region 2B?

7 Seeing no nominations, are there any

8 other --

9 You got one? Help me. Can't see it. Come

10 to the mic.

11 Go ahead, Brother.

12 DELEGATE ALAN KENNEDY: Yes, I am Jay

13 Kennedy, from Local 977, Region 2B, Wayne Blanchard and

14 Jeff Shrock, Mark Jackson, Dobie Cox, Shop Committee.

15 I want to nominate Dana Davidson.

16 VICE PRESIDENT DITTES: You are out of order.

17 Please be seated.

18 What is it? I can't hear you.

19 Point of information, please go to mic 4.

20 DELEGATE JAWHAN JACKSON: Jawhan Jackson,

21 Local 330.

22 What are the eligibility requirements to run

23 for trustee? Do you have to be a member of the UAW?

24 VICE PRESIDENT DITTES: Yes.

25 DELEGATE JAWHAN JACKSON: Do you have on

1 record that Daffy Duck is a member of the UAW at all?

2 VICE PRESIDENT DITTES: No. Brother, we are
3 going to take all the nominations. We are going to
4 conclude the nominations.

5 And then the eligibility is another issue.

6 DELEGATE JAWHAN JACKSON: Just wanted to make
7 sure.

8 VICE PRESIDENT DITTES: Thank you. Daffy
9 Duck.

10 Any other nominations in Region 2B?

11 I see someone standing, waving, moving to the
12 aisle. Head to mic 8.

13 DELEGATE WILLIAM GUINAN: Bill Guinan,
14 Local 685.

15 Since we are moving this along on the last
16 day, Chairman Bill, can we please ask that the locals
17 line up?

18 Because I think we know who we are voting
19 for? Okay. So this would go along a little bit
20 quicker. And then we can get into some other items
21 today.

22 Is that -- that's not unacceptable, is it?

23 VICE PRESIDENT DITTES: For nominations?

24 DELEGATE WILLIAM GUINAN: No, I mean, we are
25 getting ready to do a roll call vote, aren't we?

1 VICE PRESIDENT DITTES: We didn't finish
2 nominations.

3 DELEGATE WILLIAM GUINAN: But when we do roll
4 call vote, can we have the people that are going to do
5 the roll call --

6 VICE PRESIDENT DITTES: They line up. They
7 line them up, make it a little bit quicker. Huh?

8 DELEGATE WILLIAM GUINAN: Yeah. I think you
9 want to get off there. So yeah.

10 VICE PRESIDENT DITTES: Any other
11 nominations?

12 I see folders. Any other in Region 2B?
13 Finish there. I see no hands in Region 2B.

14 Well, if you have your hand up, I am not
15 seeing it. Wave something.

16 Sergeant-At-Arms, send whoever is raising
17 their hand for a nomination to mic 8.

18 Please make yourself visible. Thank you.

19 DELEGATE BEVERLY WILSON: Hello. My name is
20 Beverly Wilson. I am out of Local 573, under Wayne
21 Blanchard. My president, Mike Kalman. And I have been
22 in the UAW for over 25 years.

23 It's my pleasure to nominate Dana Davidson,
24 and --

25 VICE PRESIDENT DITTES: You are out of order,

1 Sister. Please be seated.

2 Thank you. Any other nominations in
3 Region 2B?

4 Seeing no hands, we have just went through
5 all the regions.

6 Are there any -- is that Brother back there
7 waving, is he in Region 2B?

8 Well, if he is not in Region 2B, we are going
9 to wait.

10 Now that we have gone through all the
11 regions, are there any other nominations for trustee?

12 Brother back there. I don't know what region
13 he is in. I'm assuming he is a delegate. Got to be a
14 delegate to nominate.

15 DELEGATE JAMES WALKOWICZ: Jim Walkowicz,
16 Local 6000.

17 So, for the first three days of this
18 Convention, I was proud of displays of democracy that I
19 haven't seen in the previous conventions that I have
20 been to.

21 But it appears this morning, we are going
22 back to the old ways of intimidation and other things
23 like that.

24 (Booing)

25 DELEGATE JAMES WALKOWICZ: Thank you for your

1 support.

2 Trustees help oversee the finances of our
3 union.

4 The person I am nominating has experience as
5 a financial secretary-treasurer.

6 It is no secret that there has been problems
7 in our finances due to the corruption of a few people.

8 In the trustee position, we need someone who
9 is independent and not afraid to speak up.

10 I think that person is obvious. So I'm
11 nominating Scott Houldieson.

12 VICE PRESIDENT DITTES: You are out of order.
13 Please be seated.

14 Are there any other nominations for Trustee?
15 Right here. Mic 2.

16 DELEGATE RAFAEL JAIME: Rafael Jaime,
17 President of UAW Local 2865, representing 19,000
18 teaching assistants, tutors, and leaders at the
19 University of California.

20 I nominate Dana Davidson.

21 VICE PRESIDENT DITTES: You are out of order.
22 Please be seated.

23 Are there any other nominations?

24 Mic 7.

25 DELEGATE BILL BAGWELL, JR.: Good morning.

1 My name is Bill Bagwell from Local 174.

2 I told anybody that would listen last night
3 and early this morning that this is the best Convention
4 in years. That Ray was running a wonderful democratic
5 convention.

6 Now we are headed back to the past.

7 I don't deny anybody the right to speak.
8 Everyone has the right to speak. You can scream at me
9 all you want. I am going to say what I want to say.

10 We brought out very important things over the
11 last few days. And that was because --

12 VICE PRESIDENT DITTES: Let the Brother
13 speak.

14 DELEGATE BILL BAGWELL, JR.: I have a
15 candidate to nominate. I get five minutes. We haven't
16 shouted down anyone in three days, except me.

17 VICE PRESIDENT DITTES: Order in the hall.
18 Let the Brother speak.

19 DELEGATE BILL BAGWELL, JR.: Thank you,
20 Mr. Chairman.

21 We brought out absentee voting. I didn't win
22 that issue, but I accepted it.

23 We brought out pay for strike from day 1.
24 Our members won that issue.

25 We fought and discussed many great issues

1 over the last three days.

2 Let's not ruin it today by putting on a
3 circus and going back 30 years to a convention where
4 everybody was under the thumb of the podium. We don't
5 need that. That's not --

6 VICE PRESIDENT DITTES: Order. Let the
7 Brother speak, please.

8 DELEGATE BILL BAGWELL, JR.: That's not
9 democracy. The UAW is founded on democracy.

10 If I can't come here and voice my opinion and
11 get my frustrations out, how do I tell the people that
12 are leading me that I don't agree with them?

13 Listen, everybody on that podium has done
14 something good for me throughout my -- I am a 65-year
15 union member, because I was born into a union family.

16 Chuck Browning was the best Regional Director
17 I have ever seen when we were on strike.

18 The other members of the E Board, Terry
19 Dittes took good care of my membership during the
20 COVID-19 pandemic.

21 But it doesn't mean that people haven't made
22 mistakes. And it doesn't mean that we need to look at
23 other options.

24 There are plenty of people in this UAW that
25 are smart and that can handle these jobs.

1 Please let's not turn today into a circus.
2 Because we will have ruined the good things that we
3 have done for the last three days.

4 And I stand to nominate Walter P. Reuther.

5 (Applause)

6 VICE PRESIDENT DITTES: Are there any other
7 nominations?

8 Are there any other nominations?

9 For the third and final time, are there any
10 other nominations throughout the floor?

11 Seeing none, nominations are now closed.

12 (Applause)

13 VICE PRESIDENT DITTES: We are coming to the
14 process where we will bring the candidates to the
15 microphones for the purpose of accepting or rejecting
16 the nomination.

17 I remind you again, there are no speeches.
18 We need to know if we have got a vote for you that will
19 be on that ballot. This will be done in reverse order
20 of nominations.

21 And our first nominee is John Santoro.

22 Where is John? Is John at mic 5?

23 DELEGATE JOHN SANTORO: Thank you. I accept
24 the nomination of myself.

25 Thank you.

1 VICE PRESIDENT DITTES: The next nominee is
2 Bill Bagwell. Mic 7, Bill.

3 DELEGATE BILL BAGWELL, JR.: I have to humbly
4 say no, thank you.

5 VICE PRESIDENT DITTES: Thank you.

6 Our next nomination is Scott Houldieson.
7 Mic 2, Scott.

8 DELEGATE SCOTT HOULDIESON: I accept the
9 nomination for International Trustee of the UAW.

10 (Applause)

11 VICE PRESIDENT DITTES: Thank you.

12 Our next nomination is Dana Davidson. Where
13 is Dana?

14 (Cheers and applause)

15 DELEGATE DANA DAVIDSON: Good morning. I
16 would just like to say I humbly accept the nomination.
17 Thank you.

18 (Applause)

19 VICE PRESIDENT DITTES: Thank you. Thank you
20 all.

21 All right. We now need to prepare for a roll
22 call vote. Just give us a few minutes to get this
23 together.

24 All nominees, please go to the Auditor's
25 desk. We want the names to be spelled correctly. So

1 if we give them a few minutes.

2 (Off the record at 10:49 a.m.)

3 (On the record at 11:00 a.m.)

4 VICE PRESIDENT DITTES: We are going to call
5 back to order here. Get ready for a roll call vote for
6 trustee.

7 Sergeant-At-Arms, if you could please usher
8 the delegates back in the building. We will give them
9 a few minutes to enter.

10 We have a point of information at mic 6.

11 DELEGATE ROBERT REYNOLDS: Mr. Chairman, Bob
12 Reynolds, Local 897.

13 I would like to be first recognized after we
14 have the full completion of the roll call vote and
15 announcement of the winners, I would like to be
16 recognized for a motion. Thank you.

17 VICE PRESIDENT DITTES: A lot of empty seats.
18 We are getting ready to begin here, the roll call vote.

19 When the delegate comes up from the
20 respective Local, if you could identify that it's a
21 block vote, it will help us tabulate even quicker.

22 If a Local is going to split their vote,
23 those must be input individually based on your per
24 capita strength.

25 So if you state that when you come to the

1 mic, it will make this process even quicker.

2 Okay. We are ready to begin.

3 And we will begin with Region 2B, Local 5.

4 Local 5, should be mic 8.

5 DELEGATE KEITH ODEN: Keith Oden, Local 5,

6 block vote, Dana Davidson.

7 VICE PRESIDENT DITTES: Thank you.

8 (Applause)

9 VICE PRESIDENT DITTES: Region 1, Local 7,

10 mic 4.

11 DELEGATE ERIC FLEMING: Eric Fleming,

12 Local 7, President, under the great leadership Region

13 Director James Harris, Assistant Director Jason Craig.

14 I cast my votes to Dana Davidson.

15 DELEGATE MECHELLE DAVIS: We already know

16 6.857, Dana Davidson, Mechelle Davis.

17 DELEGATE LYNDA JACKSON: Lynda Jackson. And

18 I am giving my 6.857 votes to Dana Davidson.

19 DELEGATE LUVIGI NIKOLAJ: My name is Luvigi

20 Nikolaj. My 6.857 votes will be going for Dana

21 Davidson.

22 DELEGATE JOHN MORGAN: Good morning. My name

23 is John Morgan. My 6.857 votes goes to Dana Davidson.

24 DELEGATE EMMETT SUGGS: I am Emmett Suggs.

25 And my vote goes to Dana Davidson.

1 DELEGATE DONALD FOSTER: Donald Foster. I
2 cast my vote for Scott Houldieson.

3 VICE PRESIDENT DITTES: We are going to move
4 to Region 2B, Local 9. That will be on mic 8.

5 DELEGATE LATOYA JOHNSON: Good morning. My
6 name is Latoya Johnson, Local 9, Region 2B, out of
7 Honeywell Aerospace plant.

8 My block votes go to Dana Davidson.

9 VICE PRESIDENT DITTES: Thank you.

10 We are going to move to Region 4, Local 9X,
11 mic 2.

12 DELEGATE ANDREW STARK: Andrew Stark,
13 President, Brewery Workers, Local 9, UAW.

14 I am damn proud to cast Brewery Workers block
15 of votes for one of Region 4's own, Dana Davidson.

16 VICE PRESIDENT DITTES: Thank you.

17 Region 2B -- I am sorry, Region 8, Local 10,
18 Local 10.

19 Not here?

20 Okay. We will move on.

21 Region 2B, Local 12, mic 8.

22 Please designate if you are slitting that
23 vote or it's a block. It will be helpful.

24 DELEGATE ROBERT FOSTER: Good morning. Rob
25 Foster, Local 12, Jeep Unit.

1 I want to vote my votes for Scott Houldieson.

2 DELEGATE TREY GARCIA: Trey Garcia, Local 12,
3 Jeep Unit.

4 I would like to cast my 6.4 votes for Scott
5 Houldieson.

6 DELEGATE MICHAEL MONDRAGON: Michael
7 Mondragon, Local 12, Jeep Unit.

8 I cast my vote for Scott Houldieson.

9 DELEGATE TIM BOYD: Tim Boyd, Local 12, Jeep
10 Unit, as well.

11 I cast my 6.4 votes for Scott Houldieson.
12 Thank you.

13 DELEGATE JODY RUSSELL: Good morning,
14 Brothers and Sisters.

15 Jody Russell, Jeep Unit, Local 12, under the
16 Director Wayne Blanchard, Assistant Director Jeff
17 Shrock.

18 We need to mark the Jeep Unit Delegate James
19 Denton absent.

20 And then the remaining votes for Local 12, we
21 cast for Dana Davidson.

22 VICE PRESIDENT DITTES: Local 12, we need
23 some clarification on the third and fourth delegates,
24 and state your names, the ones that just lined up,
25 please. We want to get this accurate. As you lined

1 up.

2 DELEGATE JODY RUSSELL: Mike and Tim, the
3 last two. I don't know.

4 VICE PRESIDENT DITTES: We got yours,
5 Sisters, we got yours registered.
6 We need you to state your names again,
7 please.

8 DELEGATE MICHAEL MONDRAGON: My name is
9 Michael Mondragon.
10 My votes go for Scott Houldieson.

11 DELEGATE TIM BOYD: Tim Boyd. My votes go
12 for Scott Houldieson.

13 DELEGATE ROBERT FOSTER: Rob Foster, Scott
14 Houldieson.

15 DELEGATE TREY GARCIA: And Trey Garcia, votes
16 go for Scott Houldieson.

17 VICE PRESIDENT DITTES: Thank you. Good?
18 Okay. Thank you.
19 We are going to move. We are staying in
20 Region 2B, Local 14, mic 8.

21 DELEGATE ANTHONY URBINA: Sir, Anthony
22 Urbina. Thank you. Thank you.

23 VICE PRESIDENT DITTES: Yes, Sister. We had
24 yours registered. Thank you.
25 We have Local 14 at the mic?

1 DELEGATE RHONI CLARK: Yes.

2 VICE PRESIDENT DITTES: Go ahead.

3 DELEGATE RHONI CLARK: Rhoni Clark, Local 14,
4 block vote for Dana Davidson.

5 VICE PRESIDENT DITTES: Thank you.

6 Region 1, Local 22.

7 Mic 3, Brother.

8 DELEGATE LARRY DAVIS: Larry Davis, Local 22.
9 Block vote for Dana Davidson.

10 VICE PRESIDENT DITTES: Thank you.

11 Region 4, Local 31, mic 2.

12 DELEGATE SHAWANA WOODS: Thank you. Shawana
13 Woods, Local 31 of Region 4, under the great leadership
14 of Ron McInroy and Brad Dutcher.

15 We understand the assignment. We are going
16 with a block vote for Dana Davidson.

17 VICE PRESIDENT DITTES: Thank you.

18 Region 1A, Local 38.

19 DELEGATE SCOTT GEER: Scott Geer here from
20 UAW Local 38.

21 We will do a block vote for Dana Davidson.

22 VICE PRESIDENT DITTES: Thank you.

23 Region 1, Local 44, mic 3.

24 DELEGATE TROY EAGLE: Troy Eagle, Local 44.
25 Block vote, Dana Davidson.

1 VICE PRESIDENT DITTES: Thank you.

2 (Discussion off the record)

3 VICE PRESIDENT DITTES: We want region --

4 they keep interrupting me -- Local 44, Region 1.

5 That's why we've got to stop interrupting. Region 1,

6 Local 51. Mic 4. Please show your badge to the

7 Sergeant-At-Arms to confirm you are a delegate.

8 Thank you.

9 DELEGATE VAQUITA TAYLOR: Good evening.

10 Vaquita Taylor, doing a block vote. And we are voting

11 for Dana Davidson.

12 VICE PRESIDENT DITTES: Thank you, Sister.

13 Region 9, Local 55, mic 6.

14 DELEGATE JOHN SCHUK: John Schuk, Local 55.

15 Block vote, Dana Davidson.

16 VICE PRESIDENT DITTES: Thank you.

17 Region 1D, Local 62.

18 Is Local 62 here?

19 Mic 4.

20 DELEGATE RICHARD JAMES: Rick James,

21 Local 62.

22 Block vote, Dana Davidson.

23 VICE PRESIDENT DITTES: Thank you.

24 Region 2B, Local 70, mic 8.

25 DELEGATE JESSE WEBB: Jesse Webb, Local 70.

1 And block vote for Dana Davidson.
2 VICE PRESIDENT DITTES: Thank you.
3 Region 4, Local 74, mic 2.
4 DELEGATE MICHAEL SHAW: Mike Shaw, Local 74
5 VP, UAW.
6 Block vote, Dana Davidson.
7 VICE PRESIDENT DITTES: Thank you.
8 Region 4, Local 75.
9 Not here?
10 We will move on.
11 Region 8, Local 76, mic 3.
12 DELEGATE JULIAN VILLAFANA: Julian Villafana,
13 we are running for Dana Davidson.
14 VICE PRESIDENT DITTES: Thank you.
15 Region 4, Local 79, mic 1.
16 DELEGATE JACOB LLOYD: Jake Lloyd, Local 79.
17 Our block votes go to Dana.
18 VICE PRESIDENT DITTES: Thank you.
19 Region 2B, Local 86, mic 8.
20 DELEGATE ERIC BLOSSER: Eric Blosser,
21 Local 86.
22 We cast a block vote for Dana.
23 VICE PRESIDENT DITTES: Region 4, Local 94.
24 DELEGATE JAWHAN JACKSON: Block vote, Dana
25 Davidson.

1 Sorry, Daffy Duck.

2 VICE PRESIDENT DITTES: Region 4, Local 95.

3 DELEGATE TIMOTHY SILHA: Tim Silha, Local 95.

4 We will place our votes for Dana Davidson.

5 VICE PRESIDENT DITTES: Region 1D, Local 113.

6 DELEGATE CHEYENNE WILLIAMS: Cheyenne

7 Williams, Local 113, Dana Davidson.

8 VICE PRESIDENT DITTES: Region 8, Local 119,

9 mic 3.

10 DELEGATE OLIVER EDMONDSON: Oliver Edmondson,

11 Local 119, Dana Davidson.

12 VICE PRESIDENT DITTES: Region 4, Local 125.

13 DELEGATE JOSEPH MARRIN: Local 125, Joe

14 Marrin.

15 Dana Davidson.

16 VICE PRESIDENT DITTES: Region 2B, Local 128.

17 DELEGATE TERRY MAYL: Terry Mayl, Region 2B.

18 Dana Davidson. Thank you.

19 VICE PRESIDENT DITTES: Region 8, Local 129,

20 mic 3.

21 DELEGATE ERIC MCCAMEY: Eric McCamey, Local

22 129.

23 We are casting all of our votes for Dana

24 Davidson.

25 VICE PRESIDENT DITTES: Thank you.

1 Region 1D, Local 138.

2 Are they here? No one?

3 Okay. Thank you.

4 Region 1, Local 140, mic 4.

5 DELEGATE ERIC GRAHAM: We have a split vote.

6 Eric Graham, President, Local 140. I cast my

7 vote for Dana Davidson.

8 DELEGATE CARMEN BURKE: Carmen Burke.

9 Dana Davidson.

10 DELEGATE RANDALL PEARSON: Randall D.

11 Pearson.

12 Dana Davidson.

13 DELEGATE D'URVALLE ROBINSON: D'Urvalle

14 Robinson.

15 Dana Davidson.

16 DELEGATE RONALD BOYER: Ronald Rich Boyer.

17 Scott Houldieson.

18 VICE PRESIDENT DITTES: Region 2B, Local 151.

19 No. Are they here?

20 So the light went off at mic 8.

21 I will move on.

22 Region 1, Local 155, mic 3.

23 DELEGATE CHRISTOPHER ROBSON: Chris Robson,

24 Local 155.

25 Block vote, Dana Davidson.

1 VICE PRESIDENT DITTES: Region 1, Local 160.
2 DELEGATE JOHN HALL: John Hall, Local 160.
3 Block vote, Dana Davidson.
4 VICE PRESIDENT DITTES: Region 1A, Local 163.
5 DELEGATE DALE DUPUIS: Dale Dupuis,
6 Local 163, Region 1A.
7 We are doing a block vote for Dana Davidson.
8 VICE PRESIDENT DITTES: Region 1D, Local 167.
9 DELEGATE ROBERT SMITH: Bob Smith, Local 167.
10 Casting a block vote for Dana Davidson.
11 VICE PRESIDENT DITTES: Region 8, Local 171.
12 DELEGATE MATTHEW CODY: Matt Cody, Local 171.
13 We are doing a block vote for Dana Davidson.
14 VICE PRESIDENT DITTES: Region 1A, Local 174.
15 DELEGATE SANDRA BRUCE: Hi. My name is Sandy
16 Bruce, Local 174.
17 We have a split vote.
18 And my vote goes for Dana Davidson.
19 DELEGATE JOAN BIEBEL: Joan Biebel, Local
20 174.
21 Dana Davidson.
22 DELEGATE CAROL SPENCER: Carol Spencer, 174.
23 Dana Davidson.
24 DELEGATE SHEILA DRAPER: Sheila Draper, 174.
25 Dana Davidson.

1 DELEGATE BRYAN WOOD: Bryan Wood, 174.
2 Dana Davidson.
3 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,
4 Local 174, home Local of Walter Reuther.
5 Scott Houldieson.
6 VICE PRESIDENT DITTES: Region 8, Local 179.
7 DELEGATE JUAN CISNEROS: Juan Cisneros,
8 Local 179.
9 And our vote is for Dana Davidson.
10 VICE PRESIDENT DITTES: Region 4, Local 180.
11 DELEGATE MICAH THARPE: Micah E. Tharpe,
12 Local 180.
13 Dana Davidson.
14 VICE PRESIDENT DITTES: Region 1A, Local 182.
15 DELEGATE TIMOTHY PARRISH: Tim Parrish,
16 Local 182.
17 Block vote, Dana Davidson.
18 VICE PRESIDENT DITTES: Region 8, Local 186.
19 DELEGATE ANDREW WEAKLAND: Andy Weakland,
20 186.
21 Dana Davidson.
22 VICE PRESIDENT DITTES: Region 9, Local 204.
23 DELEGATE JEFFREY BISI: Jeff Bisi, Local 204.
24 Dana Davidson.
25 VICE PRESIDENT DITTES: Region 2B, Local 211.

1 DELEGATE ANGEL MANLEY: Angel Manley,
2 Local 211, Region 2B.
3 Block vote, Dana Davidson.
4 VICE PRESIDENT DITTES: Region 1, Local 212.
5 DELEGATE TIMOTHY SMIGIEL: Tim Smigiel,
6 Local 212.
7 And we proudly give our -- cast our block
8 votes for Dana Davidson.
9 VICE PRESIDENT DITTES: Region 8, Local 218.
10 DELEGATE SCOTT YANEZ: Scott Yanez,
11 Local 218.
12 Block vote, Dana Davidson.
13 VICE PRESIDENT DITTES: Region 1, Local 228.
14 DELEGATE ALBERTO STRUSSIONE: Al Strussione,
15 228.
16 Block vote, Dana Davidson.
17 VICE PRESIDENT DITTES: Region 8, Local 230.
18 DELEGATE RONDA EDWARDS: Ronda Edwards,
19 Local 230.
20 David Davidson -- Dina Davidson -- Dana
21 Davidson.
22 VICE PRESIDENT DITTES: Region 1A, Local 245.
23 DELEGATE PAUL VERGARI: Good morning. My
24 name is Paul Vergari, Delegate from 245, on behalf of
25 my fellow delegates, Kirk Brayman, Pete Joseph, and

1 Mark Hicks.

2 We cast a block vote for Dana Davidson.

3 VICE PRESIDENT DITTES: Region 4, Local 249.

4 DELEGATE STEVEN CHORBAK: Steve Chorbak,

5 Local 249.

6 Block vote, Dana Davidson.

7 VICE PRESIDENT DITTES: Region 1, Local 251.

8 DELEGATE DAREN BROWN: Daren Brown,

9 Local 251.

10 Block vote, Dana Davidson.

11 VICE PRESIDENT DITTES: Region 9A, Local 259.

12 DELEGATE BRIAN SCHNECK: Brian Schneck,

13 President, Local 259.

14 Block vote, Scott Houldieson.

15 (Applause)

16 VICE PRESIDENT DITTES: Region 8, Local 276.

17 DELEGATE MICHAEL CARTWRIGHT: Mike

18 Cartwright, for Local 276.

19 We cast all our votes for Dana Davidson.

20 VICE PRESIDENT DITTES: Region 4, Local 281.

21 DELEGATE BRIAN GOODHART: Brian Goodhart,

22 Local 281.

23 Cast my vote for Dana Davidson.

24 DELEGATE TRAVIS STRUPP: Travis Strupp,

25 Local 281.

1 I am casting my vote for Scott Houldieson.
2 DELEGATE NOLAN TABB: Nolan Tabb, Local 281.
3 I cast my vote for Scott Houldieson.
4 VICE PRESIDENT DITTES: Region 4, Local 282.
5 DELEGATE WILLIAM HUGEBACK: I am Bill
6 Hugeback, President of Local 282.
7 And we cast all our votes for Dana Davidson.
8 VICE PRESIDENT DITTES: Region 8, Local 286.
9 DELEGATE GERARDO RODRIQUEZ: Gerardo
10 Rodriquez, Local 286.
11 Votes for Dana Davidson.
12 VICE PRESIDENT DITTES: Region 2B, Local 292.
13 DELEGATE STACY HOLLENBACK: Stacy Hollenback,
14 Local 292.
15 Dana Davidson.
16 VICE PRESIDENT DITTES: Region 8, Local 298.
17 DELEGATE MATTHEW CAGLE: Matt Cagle,
18 Local 298.
19 Block vote, Dana Davidson.
20 VICE PRESIDENT DITTES: Region 1D, Local 330.
21 DELEGATE JAWHAN JACKSON: Jawhan Jackson,
22 Local 330.
23 Dana Davidson.
24 VICE PRESIDENT DITTES: Region 9, Local 338.
25 Anyone present from 338, Region 9?

1 Seeing nobody, we are going to move on.
2 Region 1D, Local 362.
3 DELEGATE JASON VANBOCXLAER: Jason
4 Vanbocxlaer, Local 362.
5 Cast all of our votes for Dana Davidson.
6 VICE PRESIDENT DITTES: Region 1A, Local 372.
7 DELEGATE DAVID GERBI: Dave Gerbi, Vice
8 President, Local 372.
9 Block vote, Dana Davidson.
10 VICE PRESIDENT DITTES: Region 1, Local 375.
11 DELEGATE MICHAEL TWEEDY: Mike Tweedy.
12 Block vote for Dana Davidson, Local 375.
13 VICE PRESIDENT DITTES: Region 9A, Local 379.
14 DELEGATE ERIC RODRIGUEZ: Eric Rodriguez.
15 All votes, Dana.
16 VICE PRESIDENT DITTES: Region 1A, Local 387.
17 DELEGATE ERIC GILLEY: Eric Gilley,
18 Local 387.
19 Block vote for Dana Davidson.
20 VICE PRESIDENT DITTES: Region 1, Local 400.
21 DELEGATE DAVID SANDOVAL: David Sandoval,
22 Tier 1 supplier, worldclass seat builder, Bridgewater
23 Interiors from Warren, Michigan, under the guidance of
24 Local 400 President Johnny Verellen, Vice President
25 Chris Dilbert, Junior. And under the great direction

1 from Region 1 Director James Harris.

2 (Cheers and applause)

3 DELEGATE DAVID SANDOVAL: My vote is for
4 Scott Houldieson.

5 DELEGATE MARK HEMPHILL: How y'all doing?
6 Mark Hemphill, Local 400.

7 The remaining votes for Dana Davidson.
8 That's it.

9 VICE PRESIDENT DITTES: Region 2B, Local 402.

10 DELEGATE TODD RICE: Todd Rice, Local 402.
11 Block vote, Dana Davidson.

12 VICE PRESIDENT DITTES: Region 9A, Local 405.

13 DELEGATE MATTHEW GRAUGARD: Matt Graugard,
14 Local 405.

15 Dana Davidson.

16 VICE PRESIDENT DITTES: They are just
17 tabulating. Just give it a second. A few minutes.

18 I would ask that Region 402 from Region 2B
19 please come back to the mic so we can properly record
20 your votes.

21 And at the same time, Region 9A, Local 405,
22 if you could head to your mic, so we can clarify over
23 here. We are going to make sure it's accurate.

24 DELEGATE HENRY GUTHRIE: Henry Guthrie,
25 Local 402, Springfield, Ohio.

1 Block vote for Dana.

2 VICE PRESIDENT DITTES: Thank you.

3 We all good?

4 405, go ahead, Brother.

5 DELEGATE MATTHEW GRAUGARD: Matt Graugard,

6 Local 405.

7 Dana Davidson.

8 VICE PRESIDENT DITTES: Thank you.

9 We will now move to Region 1, Local 412.

10 DELEGATE DENNIS CHALOU: Dennis Chalou,

11 Local 412.

12 Block votes for Dana.

13 VICE PRESIDENT DITTES: Region 9A, Local 422.

14 DELEGATE JUSTIN BLANCHARD: Justin Blanchard,

15 Local 422.

16 Dana Davidson.

17 VICE PRESIDENT DITTES: Region 4, Local 434.

18 DELEGATE JASON EBERT: Jason Ebert,

19 Local 434.

20 Block vote, Dana Davidson.

21 VICE PRESIDENT DITTES: Region 2B, Local 440.

22 DELEGATE DARCEY JACKSON: Darcey Jackson,

23 Local 440.

24 Block vote for Dana Davidson.

25 VICE PRESIDENT DITTES: Region 4, Local 450.

1 DELEGATE CURT ROSENER: Curt Rosener,
2 Local 450, Region 4.
3 Block vote, Dana Davidson.
4 VICE PRESIDENT DITTES: Region 1D, Local 455.
5 DELEGATE MATTHEW CHURCOTT: Matt Churcott,
6 Local 455.
7 Dana Davidson.
8 VICE PRESIDENT DITTES: Region 1D, Local 467.
9 DELEGATE KEVIN LINCOLN: Kevin Lincoln,
10 Local 467.
11 Dana Davidson.
12 VICE PRESIDENT DITTES: Region 4, Local 469.
13 Local 469.
14 Okay. We are moving on.
15 Region 1D, Local 475.
16 DELEGATE MIKE BLANCHARD: Mike Blanchard,
17 Local 475.
18 Block vote for Dana.
19 VICE PRESIDENT DITTES: Region 4, Local 492.
20 DELEGATE ROBERT PERDUE: Robert Purdue,
21 President, Local 492.
22 Dana Davidson.
23 VICE PRESIDENT DITTES: Region 1D, Local 503.
24 DELEGATE FRANK HINES, JR.: I am here. My
25 name is Frank Hines, Local 503.

1 All votes, my votes, go for Dana Davidson.
2 VICE PRESIDENT DITTES: Region 8, Local 509.
3 DELEGATE JOHN LOZANO: John Lozano, President
4 UAW Amalgamated Local 509, Pico Rivera, California.
5 Block vote for Dana Davidson.
6 VICE PRESIDENT DITTES: Region 8, Local 523.
7 DELEGATE THOMAS BURKHART: Tom A. Burkhardt.
8 All votes go to Dana Davidson.
9 VICE PRESIDENT DITTES: Region 2B, Local 531.
10 DELEGATE MATHEW GRUPE: Mathew Grupe,
11 Local 531.
12 Scott Houldieson.
13 VICE PRESIDENT DITTES: Region 1D, Local 539.
14 DELEGATE WILLIAM TAYLOR: I'm William Taylor,
15 Local 539.
16 Dana Davidson.
17 VICE PRESIDENT DITTES: Region 4, Local 551.
18 DELEGATE TERRI ROY: Terri Roy, Local 551.
19 And my vote goes to Scott Houldieson.
20 DELEGATE SCOTT HOULDIESON: Scott Houldieson,
21 Local 551.
22 I vote for myself.
23 DELEGATE CHRISTOPHER PENA: Chris Pena, 551.
24 The rest of our delegates are with Dana
25 Davidson.

1 (Applause)

2 VICE PRESIDENT DITTES: Region 1D, Local 566.

3 Point of order, somewhere over here.

4 Go ahead.

5 DELEGATE SCOTT HOULDIESON: Does a delegate

6 have to be present for their vote to be cast on their

7 behalf?

8 VICE PRESIDENT DITTES: Does a delegate a

9 have to be present?

10 Yes. I can't mail it in.

11 DELEGATE SCOTT HOULDIESON: Well, then I

12 would ask that for Local 551, you have the rest of the

13 votes voted individually, please.

14 VICE PRESIDENT DITTES: So noted.

15 Brother, so noted. We will address that

16 issue.

17 Scott, could you please come back to the mic?

18 I just want to ask you, what delegates are absent,

19 Scott?

20 DELEGATE SCOTT HOULDIESON: Anthony Fraction

21 had to leave early.

22 VICE PRESIDENT DITTES: Okay. Thank you.

23 Okay. Region 1D. Local 56 --

24 DELEGATE BILL OLSON: Bill Olson, Local 566.

25 Casting my vote for Dana Davidson.

1 VICE PRESIDENT DITTES: Thank you.
2 Region 2B, Local 573.
3 DELEGATE BEVERLY WILSON: Beverly Wilson,
4 Local 573.
5 We cast our vote for Dana Davidson.
6 VICE PRESIDENT DITTES: Region 4, Local 578.
7 DELEGATE ROBERT LYNK: Bob Lynk, President
8 UAW Local 578.
9 Block vote, Dana Davidson.
10 VICE PRESIDENT DITTES: Region 4, Local 588.
11 DELEGATE GEORGE PEARSON: George Pearson,
12 representing Local 588.
13 We will do a block vote for Dana Davidson.
14 VICE PRESIDENT DITTES: Region 4, Local 592.
15 DELEGATE MICHAEL FISHE: Mike Fishe,
16 Local 592.
17 Block vote for Dana Davidson.
18 VICE PRESIDENT DITTES: Region 1D, Local 598.
19 DELEGATE STEPHANIE RILEY: Stephanie Riley,
20 third generation UAW member. Trustee of Local 598.
21 And I put my vote in today for John. I am
22 proud of you for running, Brother.
23 DELEGATE RYAN BUCHALSKI: Region delegates,
24 Ryan Buchalski, President of UAW Local 598, home of the
25 Fisher #2 sit downers, under the tenacious leadership

1 of Stevie Dawes.

2 The remaining votes go to Dana Davidson.

3 VICE PRESIDENT DITTES: Got that, Kevin?

4 Okay. Region 1A, Local 600.

5 (Cheers and applause)

6 DELEGATE GARY WALKOWICZ: Gary Walkowicz,

7 Local 600.

8 I cast my vote for Scott Houldieson.

9 DELEGATE BERNIE RICKE: Bernie Ricke,

10 Local 600.

11 The remaining 35 delegates vote for Dana

12 Davidson.

13 VICE PRESIDENT DITTES: Region 1D, Local 602.

14 DELEGATE HEATHER MCCLAIN: Heather McLain,

15 Local 602.

16 Block vote for Dana Davidson.

17 VICE PRESIDENT DITTES: Region 9, Local 629.

18 DELEGATE KATELIN ELLSWORTH: Kate Ellsworth,

19 Local 629.

20 Dana Davidson.

21 VICE PRESIDENT DITTES: Region 2B, Local 638.

22 DELEGATE PATRICK FISHPAW: Patrick Fishpaw,

23 Local 638.

24 Dana Davidson.

25 VICE PRESIDENT DITTES: Region 9, Local 644.

1 DELEGATE JAMES HUTCHINSON: Jim Hutchinson,
2 Local 644.
3 Dana Davidson.
4 DELEGATE DANIEL VICENTE: Dan Vicente, 644.
5 Scott Houldieson.
6 VICE PRESIDENT DITTES: Region 2B, Local 647.
7 DELEGATE WILLIAM MOZENA: William Mozena,
8 Local 647.
9 Block vote, Dana Davidson.
10 VICE PRESIDENT DITTES: Region 1D, Local 651.
11 DELEGATE ERIC PRICE: Eric Price, President,
12 Local 651.
13 Block vote, Dana Davidson.
14 VICE PRESIDENT DITTES: Region 1D, Local 652.
15 DELEGATE DAVID HUNSAKER: David Hunsaker,
16 Local 652.
17 We would like to cast a block vote for Dana
18 Davidson.
19 VICE PRESIDENT DITTES: Thank you.
20 Region 1 -- oh, go ahead. I missed
21 something.
22 DELEGATE CHARLES STOUT, II: Charles Stout,
23 Local 653.
24 Block vote for Dana.
25 VICE PRESIDENT DITTES: Thank you, Brother,

1 but please wait for the Chair to acknowledge you.

2 Appreciate you moving it along. But thank
3 you. We got it.

4 Region 2B, Local 658.

5 DELEGATE STEPHEN CLARK: Steve Clark,
6 Local 658.

7 Dana Davidson.

8 VICE PRESIDENT DITTES: Region 1D, Local 659.

9 DELEGATE EDWARD SMITH: Smith, Ed Smith,
10 Bargaining Chairman, Flint Metal Center, Local 659.

11 Make no mistake, we are the home of the sit
12 downers.

13 And we cast a block vote for Dana Davidson.

14 VICE PRESIDENT DITTES: Region 1D, Local 668.

15 DELEGATE PAUL MARTINI: Paul Martini, United
16 Auto Workers, Local 668.

17 And we cast both of our votes for Dana
18 Davidson.

19 VICE PRESIDENT DITTES: Region 2B, Local 674.

20 DELEGATE KEVIN CRAIN: Good afternoon.

21 My name is Kevin Crain, out of Local 674,
22 Cincinnati, Ohio, under the leadership of Wayne
23 Blanchard.

24 My vote goes to Dana Davidson.

25 VICE PRESIDENT DITTES: Region 9, Local 677.

1 DELEGATE BUDDY MAXWELL, JR.: Buddy Maxwell,
2 Junior, Local 677, Executive Board.

3 Block vote for Dana Davidson.

4 VICE PRESIDENT DITTES: Region 2B, Local 685.

5 DELEGATE ZACKARY CUMMINGS: Zackary Cummings,
6 Local 685.

7 We will cast a block vote for Dana Davidson.

8 VICE PRESIDENT DITTES: Region 9, Local 686.

9 DELEGATE MICHAEL DELUCAS: Mike Delucas, out
10 of Local 686, President.

11 Proudly as a block, Dana Davidson.

12 VICE PRESIDENT DITTES: Region 1D, Local 699.

13 DELEGATE PHELAN JOHNSON: Local 699, Phelan
14 Johnson. Steve Dawes is my director, great director,
15 best director.

16 Dana Davidson, the whole block.

17 VICE PRESIDENT DITTES: Region 4, Local 710.

18 DELEGATE JEFFREY SCHWEEDLER: Jeff
19 Schweedler, Local 710.

20 Block vote for Dana Davidson.

21 VICE PRESIDENT DITTES: Region 9A, Local 712.

22 DELEGATE IRVIN BERRIOS: Irvin Berrios,
23 Local 712.

24 Our votes go for Dana Davidson.

25 VICE PRESIDENT DITTES: Region 4, Local 722.

1 DELEGATE KENNY CARRIER, JR.: Ken Carrier,
2 Local 772.
3 Vote for Scott Houldieson.
4 VICE PRESIDENT DITTES: Region 1A, Local 723.
5 DELEGATE JOSHUA RHODEN: Josh Rhoden,
6 Local 723.
7 My vote goes to John Santoro.
8 DELEGATE BRANDON RIDNER: Brandon Ridner.
9 My vote goes to Scott Houldieson.
10 DELEGATE MICHAEL MILLER: Michael D. Miller,
11 Local 723 President.
12 The remaining five votes for Dana Davidson.
13 VICE PRESIDENT DITTES: All right. Can't
14 keep up with us.
15 Region 1D, Local 724.
16 DELEGATE TODD COLLINS: Todd Collins,
17 President, Local 724.
18 We proudly cast all of our votes for Dana
19 Davidson.
20 VICE PRESIDENT DITTES: Region 8, Local 737.
21 DELEGATE JUDITH WEBB: Judy Webb, Local 737.
22 Sister Donna Davidson.
23 VICE PRESIDENT DITTES: Region 8, Local 738.
24 DELEGATE GARY VIRTZ: Gary Virtz, Local 738.
25 Dana Davidson.

1 VICE PRESIDENT DITTES: Region 4, Local 751.
2 DELEGATE STEVEN COLLINS: Steve Collins,
3 Local 751.
4 Dana Davidson, the block.
5 VICE PRESIDENT DITTES: Region 1, Local 771.
6 DELEGATE RICHARD CARNEY: Delegate Richard
7 Carney, 771.
8 Dana Davidson.
9 VICE PRESIDENT DITTES: Region 9, Local 774.
10 DELEGATE WENCESLAO VALENTIN, III: Wence
11 Valentin, III, UAW Local 774.
12 My votes for Dana Davidson.
13 DELEGATE CLEVELAND JONES, JR.: Cleveland
14 Jones, Junior, Local 774.
15 My allotment will go to Dana Davidson.
16 DELEGATE ROBERTA GAINER: Roberta Gainer,
17 Local 774.
18 Young people, when they go low, you go high.
19 My vote goes to Scott Houldieson.
20 (Applause)
21 VICE PRESIDENT DITTES: Region 9, Local 787.
22 DELEGATE LEE HEGGENSTALLER: Lee
23 Heggenstaller.
24 Dana Davidson.
25 VICE PRESIDENT DITTES: Region 8, Local 788.

1 DELEGATE BILLY MASTERS: Billy Masters, 788.
2 Block vote for Dana. Thank you.
3 VICE PRESIDENT DITTES: Region 4, Local 807.
4 Is 807 here? Not seeing an 807 representative. Am I
5 missing it? No.
6 We are going to move to Region 8, to
7 Local 816.
8 Anyone from 816? Not seeing anyone.
9 Going to move to Region 4, Local 833.
10 DELEGATE TIMOTHY TAYLOE: Tim Tayloe,
11 Local 833.
12 Block vote, Dana Davidson.
13 VICE PRESIDENT DITTES: Stay at Region 4 for
14 Local 838.
15 DELEGATE THOMAS ADAMS: Tom Adams, Local 838.
16 Block vote, Dana.
17 VICE PRESIDENT DITTES: Region 1A, Local 845.
18 DELEGATE NATHAN STENCEL: Nathan Stencel,
19 845.
20 Block vote, Dana Davidson.
21 VICE PRESIDENT DITTES: Region 8, Local 848.
22 DELEGATE GARY TESSMAR: Gary Tessmar,
23 Local 848, Dana Davidson.
24 VICE PRESIDENT DITTES: Region 8, Local 862.
25 DELEGATE EDITH WRIGHT: My name is Edith Mae

1 Wright. I am from Region 8, Local 862.

2 We are doing a block vote for Dana Davison.

3 VICE PRESIDENT DITTES: Region 2B, Local 863.

4 DELEGATE ROCKY BATTISTA: Rocky Battista,

5 Local 863.

6 All votes for Dana Davidson.

7 VICE PRESIDENT DITTES: Region 4, Local 865.

8 DELEGATE WILLIAM CLIFFORD: 865, William

9 Clifford.

10 Could you please mark Drew Clevenger absent?

11 That's a block vote for Dana Davidson.

12 VICE PRESIDENT DITTES: Say that again. I

13 missed that.

14 DELEGATE WILLIAM CLIFFORD: The remaining is

15 a block vote for Dana Davidson.

16 VICE PRESIDENT DITTES: Thank you.

17 Region 4, Local 867.

18 DELEGATE GORDON GUNTER: Gordon Gunter,

19 Local 867.

20 Our two votes go to Dana Davidson.

21 VICE PRESIDENT DITTES: Region 8, Local 868.

22 DELEGATE RAYMOND GATES: Raymond Gates,

23 Local 868.

24 Block vote for Dana Davidson.

25 VICE PRESIDENT DITTES: Region 1, Local 869.

1 DELEGATE KAREN BENNETTE: Karen Bennette,
2 Local 869.

3 We cast a block vote for Scott Houldieson.

4 VICE PRESIDENT DITTES: Region 8, Local 882.
5 882, Region 8.

6 Not seeing anyone rise from 882.

7 Region 8, Local 887.

8 DELEGATE JOSE PADILLA: Joe Padilla,
9 Local 887.

10 Dana Davidson.

11 VICE PRESIDENT DITTES: Region 1, Local 889.

12 DELEGATE MICHELLE HELKA: Michelle Helka,
13 First Vice President.

14 Block vote for Dana Davidson.

15 VICE PRESIDENT DITTES: Region 4, Local 890.

16 DELEGATE WILLIAM BEASLEY: William Beasley,
17 Local 890.

18 Dana Davidson.

19 VICE PRESIDENT DITTES: Region 1A, Local 892.

20 DELEGATE WILLIAM MUHAMMAD: Local 892, block
21 vote, Dana Davidson.

22 VICE PRESIDENT DITTES: Region 4, Local 893.

23 DELEGATE JASON HELTON: Local 893, Jason
24 Helton.

25 Block vote, Dana Davidson.

1 VICE PRESIDENT DITTES: Region 9, Local 897.
2 DELEGATE RYDER LITTLEJOHN: Ryder Littlejohn,
3 Local 897, elected delegate.
4 Block vote for Scott Houldieson.
5 VICE PRESIDENT DITTES: Region 1A, Local 898.
6 DELEGATE CRAIG CLAY: Local 898, Craig
7 Michael Clay, along with Alex Goodwin.
8 We give our block vote to Dana Davidson.
9 VICE PRESIDENT DITTES: Region 1A, Local 900.
10 DELEGATE DWAYNE WALKER: Dwayne Walker,
11 Local 900.
12 **A solid block vote for Dana Davidson.**
13 VICE PRESIDENT DITTES: Region 1A, Local 931.
14 DELEGATE KIM JANESKI: Kim Janeski, elected
15 delegate, and 17-year financial secretary, gives our
16 vote to Dana Davidson.
17 VICE PRESIDENT DITTES: Region 2B, Local 933.
18 DELEGATE JEREMY MESSER: Jeremy Messer,
19 Local 933.
20 Block vote, Dana Davidson.
21 VICE PRESIDENT DITTES: Region 8, Local 946.
22 Not seeing anyone rise, Region 8, Local 952.
23 DELEGATE RICHARD WAGNER: Rich Wagner,
24 Local 952.
25 Block vote to Dana.

1 VICE PRESIDENT DITTES: Region 4, Local 958.
2 DELEGATE SELENA MCELMURY: Selena McElmury,
3 Local 958.
4 Dana Davidson.
5 VICE PRESIDENT DITTES: Region 1D, Local 963.
6 DELEGATE TROY BAGGET: Troy Bagget,
7 Local 963.
8 Dana Davidson.
9 VICE PRESIDENT DITTES: Region 4, Local 974.
10 DELEGATE ANDREW MARVEL: Andy Marvel,
11 Local 974.
12 Block vote, Dana Davidson.
13 (Cheers and applause)
14 VICE PRESIDENT DITTES: I am going to keep
15 going.
16 Region 2B, Local 977.
17 DELEGATE LLOYD GROVES: Lloyd Groves, third
18 generation auto worker.
19 We cast our block vote for Dana Davidson.
20 VICE PRESIDENT DITTES: Region 4, Local 997.
21 DELEGATE BRADLEY ADAMS: Brad Adams votes for
22 Dana Davidson.
23 VICE PRESIDENT DITTES: Region 1D, Local
24 1002.
25 DELEGATE KENNETH KENYON: Ken Kenyon,

1 Region 1D, Local 1002. Best hot water heaters built in
2 the world.

3 We vote our entire votes for Dana Davidson.

4 VICE PRESIDENT DITTES: Region 2B,
5 Local 1005.

6 DELEGATE JASON GREENE: Jason Greene,
7 Local 1005.

8 We are block voting for Dana Davidson.

9 VICE PRESIDENT DITTES: At this process, at
10 this point in this process, Dana Davidson has secured
11 the majority.

12 We now declare Dana Davidson the winner of
13 the Trustee position.

14 (Cheers and applause)

15 VICE PRESIDENT DITTES: As we did yesterday,
16 those who wish to record their votes who did not get
17 the opportunity, that will be provided.

18 I believe that the Brother in 9A after that
19 wanted to raise an issue.

20 Will you return to the mic, Local 897?

21 DELEGATE ROBERT REYNOLDS: Oops, sorry.
22 Local 897, Bob Reynolds.

23 I don't know if this is the proper time,
24 Terry, but I would like to make a motion. I was hoping
25 that you would complete the ballots, which it sounds

1 like you have done.

2 So I rise and move that the 38th
3 Constitutional Convention delegates hereby instruct our
4 International Board officers and the UAW Legal
5 Department to use every means possible to recover the
6 \$12,840,629 from those former union members, and make
7 restitution to this Union and our Operating Committee.
8 I hope I can get support.

9 (Motion made)

10 (Motion supported)

11 (Applause)

12 VICE PRESIDENT DITTES: So respectfully,
13 Brother --

14 DELEGATE ROBERT REYNOLDS: Yes.

15 VICE PRESIDENT DITTES: -- that is one we can
16 debate.

17 But we would, you know, ask you to reserve
18 that or table it until we can get through this process.

19 DELEGATE ROBERT REYNOLDS: That's okay.

20 VICE PRESIDENT DITTES: There are people who
21 want to record their votes. There's a swearing in
22 portion.

23 So that's a valid point you are bringing up.

24 I just don't want to stop this process.

25 These delegates sat here patiently. And if you could

1 table that for after, I would appreciate it.

2 DELEGATE ROBERT REYNOLDS: I move to table
3 it, Chairman, but I would like to be the first one up
4 when the process is done.

5 VICE PRESIDENT DITTES: Will do. Thank you.
6 Appreciate it.

7 So all those who wish to record their votes
8 who did not get the opportunity, you can step up to the
9 respective microphones.

10 Someone is at mic 7.

11 Is that for the purpose of recording?

12 DELEGATE JAMES WALKOWICZ: Yes.

13 VICE PRESIDENT DITTES: Okay.

14 DELEGATE JAMES WALKOWICZ: Jim Walkowicz,
15 Local 6000.

16 My vote goes, my votes go to Scott
17 Houldieson.

18 VICE PRESIDENT DITTES: Okay. You got it?
19 You are going to record it. Got it.
20 Thank you.

21 Mic 7.

22 DELEGATE RACHAEL ANNE DICKINSON: Rachael
23 Dickinson, Local 6000.

24 Split vote.

25 Fourteen votes for Dana Davidson.

1 VICE PRESIDENT DITTES: Moving to mic 3.

2 DELEGATE FREDRICK GARNER: Morning. Fredrick

3 Garner, Local 3036, Memphis, Tennessee.

4 I want my vote voted Dana Davidson.

5 VICE PRESIDENT DITTES: I'll write a caption

6 of that.

7 Go ahead, Sister.

8 DELEGATE TAUWAUNA WATKINS:

9 Tauwauna Watkins --

10 VICE PRESIDENT DITTES: Hold on. The

11 previous delegate, could you please come back? We want

12 to make sure we got your name correct.

13 DELEGATE FREDRICK GARNER: Fredrick Garner,

14 Local 3036, Memphis, Tennessee.

15 VICE PRESIDENT DITTES: Thank you.

16 Go ahead, Sister.

17 DELEGATE TAUWAUNA WATKINS: Tauwauna Watkins,

18 Local 2500.

19 Block vote, Dana Davidson.

20 VICE PRESIDENT DITTES: Thank you.

21 DELEGATE VALARIE CRAFT-BROWN: Valarie

22 Craft-Brown, Local 1781.

23 Block vote, Dana Davidson.

24 DELEGATE WILLIAM PARKER: Bill Parker,

25 delegate from Local 1700, Region 1.

1 I cast my individual votes for Scott
2 Houldieson.

3 DELEGATE KAMILAH DEGREE: Kamilah Degree, UAW
4 Local 1700.

5 And I cast my individual vote for Dana
6 Davidson.

7 DELEGATE LEWIS ROE: Lew Roe, Local 9699.
8 Block vote for Dana Davidson.

9 VICE PRESIDENT DITTES: Is there more that
10 want to record at mic 7 next?

11 Go ahead.

12 DELEGATE WANDA DENISE WITHERS: Wanda
13 Withers, Local 6000.

14 My vote is for Scott Houldieson.

15 VICE PRESIDENT DITTES: Thank you.

16 We are going to move to mic 6.

17 DELEGATE JOHN FARRENCE: John Farrence,
18 Local 1193.

19 Dana Davidson.

20 DELEGATE CAI BARIAS: Hi.

21 VICE PRESIDENT DITTES: Hold on, Sister.

22 So I know what it is. It is Local 1193.
23 Brother from 1193, please come back to mic 6.

24 Please repeat your name and your Local.

25 DELEGATE JOHN FARRENCE: John Farrence,

1 Local 1193.

2 Dana Davidson.

3 VICE PRESIDENT DITTES: Thank you. Okay. Go
4 ahead, proceed.

5 DELEGATE CAI BARIAS: Cai Barias, Local 2322.
6 My individual eight votes for John Santoro.

7 DELEGATE DAVID PRITCHARD: David Pritchard,
8 Local 2322.
9 My individual 3.5 votes go for Scott
10 Houldieson.

11 DELEGATE NICHOLAS CAPONE: Nick Capone,
12 Local 1097.
13 Block vote to Dana Davidson.

14 VICE PRESIDENT DITTES: Go ahead, Sister.

15 DELEGATE ALEXANDRA KOHNERT-YOUNT: Alexandra
16 Vail Kohnert-Yount, Local 2320.
17 My individual vote goes for the person with
18 the most integrity in this room, Scott Houldieson.

19 VICE PRESIDENT DITTES: Go ahead, Brother.

20 DELEGATE KINARD MONTGOMERY: Kinard
21 Montgomery, Local 2322.

22 My votes go to Scott Houldieson.

23 VICE PRESIDENT DITTES: Go ahead.

24 DELEGATE CHRISTOPHER CLAYPOOL: Local 2322,
25 Christopher Claypool.

1 John Santoro, eight votes.

2 DELEGATE RACHEL PETHERBRIDGE: Hi. Sorry.

3 Mask.

4 Rachel Petherbridge, 5118.

5 Block vote for Scott Houldieson.

6 DELEGATE PAULA LARSON-SCHUSSTER: Paula

7 Larson-Schusster, Local 3555.

8 Dana Davidson.

9 DELEGATE KANIE KASTROLL: Kanie Kastroll,

10 Local 3555.

11 Dana Davidson.

12 DELEGATE NEAL SWEENEY: Neal Sweeney,

13 President of UAW Local 5810, representing 12,000

14 post-doctoral scholars and academic researchers at the

15 University of California.

16 All six of our delegates, 48 votes, part of

17 Region 8, and I want to take one minute to thank

18 Mitchell Smith, Tim Smith, and all the members of

19 Region 8 for welcoming us into their region, and

20 everyone, we are voting for Region 6. All 48 votes for

21 Dana Davidson.

22 (Cheers and applause)

23 VICE PRESIDENT DITTES: Excuse me. Excuse

24 me. Hold up for a second.

25 I have an emergency that -- can we have Pam

1 Cooper report to the EMT by the front of the hall
2 there. Your husband is having a health issue. So if
3 Pam Cooper is here, could you get her to go to the
4 back. I don't know where she is. But, got it.

5 Thank you. Okay. Continue to record your
6 votes. It's not mandatory. It is your call.

7 Go ahead.

8 DELEGATE CORA BERGANTINOS-CRESPO: I am Cora
9 Bergantinos-Crespo, delegation President of Local 4100.

10 And we vote for Scott Houldieson.

11 DELEGATE COLIN VANDERBURG: Colin Vanderburg,
12 Local 2110.

13 My individual votes go to Scott Houldieson.

14 DELEGATE SAMANTHA MELCHIN: Samantha Melchin,
15 Local 2324.

16 Scott Houldieson.

17 DELEGATE AIMEE VON BOKEL: Aimee Von Bokel,
18 Local 2320.

19 Scott Houldieson.

20 DELEGATE LEANDRA BARRETT DIAZ: Lee Diaz,
21 Local 2110, Region 9A.

22 I vote individually for Scott Houldieson.

23 DELEGATE ELIZABETH SKEEN: Elizabeth Skeen,
24 Local 2325.

25 I vote my individual votes for Scott

1 Houldieson.

2 DELEGATE LARK WINNER: Lark Winner, President
3 of 4123, representing 10,000 academic student workers
4 in the California State University system.

5 And we are a block vote for Dana Davidson.

6 DELEGATE STACY THOMAS: Stacy Thomas,
7 Local 2110.

8 And all of us, our votes go for Dana
9 Davidson.

10 DELEGATE NATALIE JAMES: Natalie James,
11 Local 2320, Unit, Legal Staff Services of New York
12 City.

13 I vote individually for Scott Houldieson.

14 DELEGATE EMILY MYERS: Emily Myers, Financial
15 Secretary, 4121. We represent 8,000 academic workers
16 at the University of Washington.

17 We block vote for Dana Davidson.

18 UNIDENTIFIED SPEAKER: (Translated)
19 Local 2372, Puerto Rico, vote for Dana Davidson.

20 DELEGATE RAFAEL JAIME: Rafael Jaime,
21 President, UAW Local 2865, the largest union of
22 academic workers in the UAW.

23 And I cast my votes for Dana Davidson.

24 (Applause)

25 DELEGATE JESS BANKS: Jess Banks, Local 2865.

1 My votes, as well, for Sister Dana Davidson.

2 DELEGATE TOM HINTZE: Mr. Chair, Tom Hintze,
3 from Local 2865.

4 My eight votes for Dana Davidson.

5 DELEGATE JEREMIAH LAWSON: Jeremiah Lawson,
6 Local 2865, Region 8.

7 3.5 votes to Dana Davidson.

8 DELEGATE NICHOLAS GEISER: Nick Geiser,
9 UAW 2865.

10 My votes go to Dana Davidson.

11 DELEGATE SHEILA HARTIT: Sheila Hartit, Local
12 2865.

13 My votes go to Dana Davidson.

14 DELEGATE FRANTZESKA GIGINIS: Frantzeska
15 Giginis, Local 2865.

16 And my humble 2.5 votes goes to Dana.

17 UNIDENTIFIED SPEAKER: (Translated)
18 Local 2396, our 34-block votes go to Dana Davidson.

19 DELEGATE SHEILA KULKARNI: My name is Sheila
20 Kulkarni, from UAW 2865.

21 I am proud to cast my six votes for Brother
22 Scott Houldieson.

23 VICE PRESIDENT DITTES: Seeing no more at mic
24 6, mic 1, we have somebody. Thank you.

25 DELEGATE LINDA MONTES: Linda Montes,

1 Local 1268.

2 And I am doing a block vote for Dana
3 Davidson.

4 VICE PRESIDENT DITTES: We will move to
5 mic 5.

6 DELEGATE LISA OHTA: Lisa Ohta, Delegate,
7 2325.

8 My individual votes are for Scott Houldieson.

9 DELEGATE JOHN SCOTT BURKHARDT: Scott
10 Burkhardt, Local 7902.

11 My 4.33 votes are for Scott Houldieson.

12 DELEGATE ZOE GOLDINA CAREY: Zoe Carey,
13 Local 7902.

14 The remainder of the votes for our Local go
15 to our member John Santoro.

16 DELEGATE PAMELA SMITH: Pam Smith, President
17 of Local 2320.

18 I cast my votes for Dana Davidson.

19 VICE PRESIDENT DITTES: We are going to move
20 to mic 4, please.

21 BONNIE LAURIA: Bonnie Lauria, Chairman of
22 the Retired Workers Advisory Council, representing the
23 retired workers of this great union, cast all our votes
24 for Donna Davidson.

25 DELEGATE SANDRA SMITH: Sandy Smith, retiree

1 from Local 2145.

2 All of our votes go to Dana Davidson.

3 DELEGATE MUHAMMAD QAWWEE: Muhammad Qawwee,
4 President of the UAW Local 4911.
5 Block votes for Dana Davidson.

6 DELEGATE KARL DENNIS: Karl Dennis, Local
7 2071, Dana Davidson.

8 VICE PRESIDENT DITTES: Go ahead, Sister.

9 DELEGATE JENNIFER SZPYNDA: Jennifer Szpynda,
10 UAW Local 1264, out of Region 1, home of Director James
11 Harris and Assistant Director James Craig.

12 I cast my own personal vote. We do have a
13 split vote. But I cast my vote for Scott Houldieson.

14 DELEGATE ELIJABLU LAMPKIN: Good afternoon.
15 Elijablu Lampkin, Local 1264, under Region 1 Director,
16 the only dynamic leader, James Harris, Assistant
17 Director Jason Craig.

18 I cast my votes for Dana Davidson.

19 DELEGATE ERIC MOORE: Eric Moore, Local 1264.
20 Dana Davidson.

21 DELEGATE MICHAEL GRANT: Mike Grant,
22 Local 1264, under the direction of my man, James
23 Harris. I have to say it like that, because I like
24 that man. I can tell you a few other things, but I'm
25 going to tell you who I'm voting for and sit down. But

1 I thank you very much for UAW hearing that little
2 portion.

3 I'm casting all my votes for Dana Davidson.
4 And I thank you.

5 DELEGATE BRYAN CURRIE: Bryan Currie,
6 Local 1700.

7 I vote my individual votes for Dana Davidson.

8 DELEGATE SARA WILLIS: Sara Willis, Region 1,
9 James Harris.

10 My vote is for Dana Davidson.

11 DELEGATE MONICA JORDAN: Monica Jordan --

12 VICE PRESIDENT DITTES: Hold on, Sister.

13 Back to the mic, please. We don't know that
14 we got your Local, if you could just restate.

15 DELEGATE SARA WILLIS: I am sorry, Sara
16 Willis, Local 1700, Region 1, Regional Director James
17 Harris.

18 How is that?

19 VICE PRESIDENT DITTES: Thank you.

20 Go ahead.

21 DELEGATE MONICA JORDAN: Monica Jordan,
22 Region 1, under the Director of James Harris from
23 Local 1700.

24 My vote goes to Dana Davidson.

25 DELEGATE CRYSTAL PASARCIK: Crystal Pasarcik,

1 Local 1700, Region 1, Director James Harris.

2 My 6.7 votes go to Dana Davidson.

3 DELEGATE SHEILA TWILLEY: Good afternoon,
4 everyone. Sheila Twilley, Local 1700. My director
5 over there, James Harris.

6 My vote goes to Dana.

7 DELEGATE LATISKA HEARN: Good morning.

8 Latiska Hearn, Local 1700, Director James
9 Harris, Assistant Director Jason Craig.

10 My vote goes to Dana Davidson.

11 DELEGATE BARBARA HARVEY: Good afternoon,
12 morning. Barbara Harvey, Local 1248, under the
13 leadership of James Harris and Assistant Jason Craig.

14 My block votes go to Dana Davidson.

15 DELEGATE RONALD BAILEY: Ron Bailey, 1243,
16 Local 1243.

17 We have a block vote for Dana.

18 DELEGATE ARNIECE STEPHENSON: Hello. Arniece
19 Stephenson, Chairperson of Local 1753. Region 1D.

20 My vote goes for Dana Davidson.

21 VICE PRESIDENT DITTES: We will move to mic
22 8.

23 DELEGATE RANDALL KLINE: Randall Kline,
24 Local 1112.
25 Dana Davidson.

1 DELEGATE MICHAEL AURILIO: Mike Aurilio,
2 Local 1112, Lordstown, Ohio.
3 My votes go to Dana Davidson.
4 DELEGATE BRIAN MAUST: Brian Maust,
5 Local 2000.
6 All of our block votes go to, how do we
7 forget her name, our Sister Dana Davidson.
8 DELEGATE LAURA YOUSIF: Laura Yousif,
9 Local 3055.
10 We will be doing a block vote for Dana
11 Davidson.
12 DELEGATE AMY FROST: Amy Frost, Local 1216,
13 Region 2B.
14 All of our votes go to Dana Davidson.
15 DELEGATE BRYON NUSBAUM: Bryon Nusbaum,
16 Local 1435.
17 Block vote. Our votes go to Scott Hutchinson
18 [sic].
19 DELEGATE EULOGIO PEREZ: Eulogio Perez, UAW
20 Local 3000, home of Vice President Chuck Browning.
21 Block vote for Dana.
22 DELEGATE NATHAN HARNESS: Nathan Harness,
23 Local 2308.
24 Block vote for Dana Davidson.
25 DELEGATE YUNYI LI: Yunyi Li, Local 2865 Vice

1 President.

2 Dana Davidson.

3 DELEGATE KAVITHA IYENGAR: Kavitha Iyengar,
4 Vice President, Local 2865.

5 My 5.3 votes go to Dana Davidson.

6 DELEGATE KEVIN MCQUAIDE: Kevin McQuaide,
7 President, Local 1549, Region 2B, under the best
8 Director in the UAW, Wayne Blanchard, and Assistant
9 Director Jeff Shrock.

10 My vote's for Dana Davidson.

11 DELEGATE PAUL DONOVAN: Paul Donovan,
12 Local 1250.

13 We will be block voting for Dana Davidson.

14 DELEGATE SUSAN PRATT: My name is Susan
15 Pratt, from Local 2213.

16 My vote goes to Dana Davidson.

17 DELEGATE LATONYA MCDONALD: My name is
18 Latonya McDonald, Region 2B, Local 2213.

19 And my vote goes to Dana Davidson.

20 DELEGATE MARY ARVAY: My name is Mary Arvay.

21 And my vote goes to David -- David [sic] Davidson, 223.

22 DELEGATE NADINE PLAVSICH: My name is Nadine
23 Plavsich, Local 2192.

24 Block vote for Dana Davidson.

25 VICE PRESIDENT DITTES: Is that the end?

1 Mic 8?

2 Going to move to mic 2 right here.

3 DELEGATE LILLIAN SMITH: Good afternoon. My
4 name is Lillian Smith, Amalgamated Local, Unit 4, 2083.
5 And one delegate.

6 We are going to vote for Ms. Davidson, Dana.

7 VICE PRESIDENT DITTES: Thank you. Going to
8 move to mic 5 in the back.

9 DELEGATE DAVE CHURCH: President Dave C.
10 Church, Local 2121.
11 Dana Davidson.

12 VICE PRESIDENT DITTES: We will now move to
13 mic 7.

14 DELEGATE JAMES LUX: Jim Lux, Local 1069,
15 home of the best world fighter jet. Block vote for
16 Dave Lewis.

17 VICE PRESIDENT DITTES: I see no more lights
18 on.

19 The winner has been declared.

20 I want to thank you for your cooperation in
21 this, but I would like to now bring up our President,
22 Ray Curry, for the purpose of swearing in the candidate
23 you just elected, the candidate you just elected, Ray
24 Curry.

25 (Cheers and applause)

1 PRESIDENT CURRY: I would now ask our two
2 trustees to come forward so I can swear them in.

3 And I think you know their names. Dana
4 Davidson and Emelio Ramirez.

5 (Applause)

6 PRESIDENT CURRY: If you both would raise
7 your right hand.

8 Please give attention to you while I read you
9 your obligation.

10 Do you hereby pledge on your honor to perform
11 the duties of your respective offices as required by
12 the Constitution of this Union, to bear true and
13 faithful allegiance to the International Union, United
14 Automobile, Aerospace and Agricultural Implement
15 Workers of America (UAW), and to the best of your
16 ability in complete good faith to support and advance
17 to carry out all official duties of this International
18 Union, to deliver all books, papers, and other property
19 of the Union that may be in your possession at the end
20 of your term to your successor in office. And at all
21 times conduct yourself as becomes a member of this
22 Union?

23 DANA DAVIDSON: I do.

24 EMILIO RAMIREZ: I do.

25 PRESIDENT CURRY: The duties defined in the

1 laws of the International Union, United Automobile,
2 Aerospace and Agricultural Implement Workers of
3 America, and in your obligation, should any emergency
4 arise not provided for in these, you are expected to
5 act according to the dictates of common sense, guided
6 by an earnest desire to advance the best interests of
7 this International Union.

8 I trust you will all perform your duties so
9 that you will not only gain the esteem of your fellow
10 Brothers and Sisters who are out in front of you, but
11 what is even more important, the approval of your
12 conscience.

13 You may now assume your respective stations.
14 Congratulations. And thank you both.

15 (Cheers and applause)

16 PRESIDENT CURRY: We will now begin the
17 regional nomination process. The screen should be
18 illustrating the locations. The recess will occur now,
19 and we will go to our respective stations for that
20 process to occur.

21 It is now 12:25. And at 12:45, we will begin
22 the process in Regions 1, Region 1A, Region 1D,
23 Region 2B, and Region 6, in their respective locations,
24 followed by Region 4, Region 8, Region 9, and
25 Region 9A.

1 Once those are all complete, we will
2 reassemble in the convention hall. Thank you.

3 (Off the record at about 12:28 p.m.)

4 (On the record at about 2:32 p.m.)

5 PRESIDENT CURRY: Sergeant-at-Arms, please
6 have everyone come inside and be seated.

7 Call the Convention back to order.

8 I now call up Director Beverly Brakeman from
9 Region 9A for purpose of introduction.

10 (Applause)

11 PRESIDENT CURRY: We will now have a video.

12 (Video played)

13 PRESIDENT CURRY: We cannot have a video. I
14 will make Director, at this point, I am going to make
15 Director Brakeman's introduction.

16 Wilma Liebman is a serious public servant and
17 expert in Labor Policy. She was appointed as UAW's
18 External Ethics Officer in November 2020.

19 Prior to becoming the Ethics Officer, Liebman
20 had also had a long career in public service. She was
21 appointed by President Obama the Chairman of the
22 National Labor Relations Board, leading that agency
23 2009 through 2011.

24 She had previously been appointed as Board
25 Member by both Presidents Bill Clinton and George W.

1 Bush, from 1997 to 2009.

2 Prior to joining the NLRB, Wilma served for
3 two years as the Deputy Director of the Federal
4 Mediation and Conciliation Service.

5 She has acted as the Agency's Chief
6 Operations Officer, overseeing arbitration, alternative
7 dispute resolution, international affairs, and labor
8 management cooperation grant programs.

9 In addition, she advised the FMCS Director on
10 the issues involving major labor disputes, and
11 participated in significant negotiations as needed.

12 Liebman also was the Labor Counsel for
13 Bricklayers and Allied Craftsmen from 1990 to 1993.

14 She served as Legal Counsel to the
15 International Brotherhood of Teamsters for nine years.

16 And as a staff attorney for the NLRB from
17 1974 to 1980.

18 Our fellow Brother in motive, Liebman holds a
19 Bachelor's Degree from Barnard College in New York
20 City. And a law degree from George Washington
21 University Law Center.

22 Please give Wilma Liebman a UAW welcome to
23 the Convention.

24 (Applause)

25 EXTERNAL ETHICS OFFICER WILMA LIEBMAN: Thank

1 you, Mr. President, officers, delegates, members, and
2 guests. It is my privilege to make this report to the
3 38th Convention on my responsibilities and activities
4 since my appointment as the Ethics Officer.

5 In March 2020, then-UAW President Rory Gamble
6 appointed me to be the UAW's External Ethics Officer, a
7 newly created position.

8 I was honored by the appointment and by the
9 trust invested in me at that difficult and troubled
10 moment for the UAW.

11 My responsibilities as Ethics Officer are
12 twofold:

13 First, to oversee the newly created Ethics
14 Hotline, operated by the Exiger firm, which serves as
15 Ethics Ombudsman;

16 And second, to chair the newly established
17 Member Advisory Committee on Ethics.

18 My report to the Convention is, therefore, in
19 two parts. A full written report will be posted on the
20 Ethics Page of the UAW website.

21 So today, I would just like to highlight
22 several things.

23 Let me begin by saying that I recognize that
24 undertaking this critical ethics program represents the
25 UAW's renewed pledge to carry out its affairs on behalf

1 of its members in accordance with the highest ethical
2 standards.

3 I understand that my task is to help you
4 fulfill that renewed pledge.

5 Let me emphasize that I am committed to
6 working hard to help the union emerge from this
7 difficult period with renewed public perception of the
8 Union's integrity and highest ethical standards.

9 Perhaps most importantly I am committed to
10 reassuring UAW's members that their union will treat
11 any financial or ethics complaint on a confidential
12 basis and with utter seriousness and impartiality.

13 For me, the bottom line is that the UAW's
14 members must have full confidence that their union has
15 both a very proud history, and a very strong and
16 promising future.

17 They must be able to trust their union to
18 rely on the honesty of the leadership, and to be
19 certain that the union and its leadership place the
20 interests of the members foremost in their actions,
21 both internally at the UAW and with the many employers
22 with which the union negotiates.

23 This reform effort is intended to result in
24 organizational culture change, so that what occurred in
25 the past cannot happen again. The scope of this reform

1 effort must be UAW-wide, not just for them, but for all
2 of us.

3 I am also mindful of the preventive purpose
4 of this ethics program. It is preferable to confront
5 and resolve problems on your own rather than leave them
6 vulnerable to government scrutiny.

7 There can be huge ramifications if problems
8 are left unchecked. This applies at all levels of the
9 UAW, not just at the International level.

10 So let me say a few words about the Ethics
11 Hotline. You can read more about our activities in my
12 written report.

13 But the hotline was launched in March 2020.
14 As Ethics Officer, I have responsibility and authority
15 along with the Ethics Ombudsman to review and
16 investigate matters which are reported through the
17 Ethics Hotline.

18 The UAW worked with the Exiger firm to launch
19 the hotline, and the Exiger firm assumed the role of
20 Ethics Ombudsman, and continues to oversee the
21 day-to-day operations of the hotline.

22 The Exiger firm has an international presence
23 working with clients worldwide to assist them in
24 managing compliance, governance, and integrity
25 challenges.

1 Since the hotline was launched, anyone who
2 wants to file a report can do so by phone or Web
3 portal, and in English or Spanish.

4 Guarding the confidentiality of the hotline
5 reporter is a top concern for us, as is a strict policy
6 of nonretaliation against report filers. That is
7 something we strictly enforce.

8 The hotline was first designed to deal with
9 complaints of ethical violations and financial
10 malfeasance by International Union officers, staff, and
11 employees, and not by Local Union or company officials,
12 staff, or employees.

13 Within the last year, and upon the
14 recommendation of Exiger and myself, the hotline has
15 been expanded to also cover claims of racial and sexual
16 harassment and discrimination by International Union
17 officers, staff, and employees.

18 To date, since the hotline was launched, 401
19 reports have been filed with the hotline. So far this
20 year, 75 reports have been filed.

21 **A large percentage of reports filed are**
22 **considered out of scope because they raise issues that**
23 **involve Local union or company officials that were**
24 **employees, or they involve grievances, grievance**
25 **handling, or employment issues.**

1 In 2021, 54 percent of the reports filed with
2 the hotline were considered out of scope. So far this
3 year, 92 percent have been out of scope.

4 So of those reports that have been filed with
5 the hotline, to date, none of them, and that's 401,
6 none of them has resulted in formal findings of ethical
7 violations by any International Union employee or
8 official.

9 (Cheers and applause)

10 EXTERNAL ETHICS OFFICER WILMA LIEBMAN: Nor
11 have we made any formal remedial recommendations of
12 discipline against any International Union official,
13 staff, or employee.

14 In a few cases we have recommended policy
15 changes or additional training to address gaps in
16 awareness or compliance.

17 Several reports have been filed to the
18 hotline that have not presented clearcut cases of
19 ethical violation or financial malfeasance, but that,
20 nonetheless, there were issues raised that drew the
21 UAW's attention. We have routinely advised the UAW
22 General Counsel of these matters.

23 We have also brought several matters to the
24 attention of the International Executive Board. These
25 were claims which we considered critical, especially

1 given the underlying circumstances which led to the
2 creation of the hotline, and especially given the
3 troubling times we are living through with intersecting
4 health, economic, and racial justice crises. These
5 have included claims of unsafe conditions posed by
6 COVID-19, as well as racial and sexual tensions between
7 workers at plants, between Local leadership and
8 members, and conflicts arising from Facebook postings.

9 As mentioned, we recommended that the Ethics
10 Hotline be expanded to include charges of racial and
11 sexual harassment and discrimination. And that was
12 approved by the International Executive Board.

13 At the November 2020 Executive Board Meeting
14 we also recommended that it adopt a conflict of
15 interest policy. And the IEB immediately accepted the
16 recommendation.

17 Under the newly adopted policy, no Executive
18 Board Member may vote on a question in which he or she
19 has a direct personal pecuniary or financial interest
20 not common to other members of the International
21 Executive Board or the International Union.

22 **A recommendation arose from reports filed**
23 **with the hotline. While no actual ethical violation**
24 **was found, the policy change was nonetheless warranted.**

25 **Since operating the hotline, in March of**

1 2020, we have consistently sought feedback about the
2 operation, although we have no formal mechanism for
3 receiving feedback, perhaps a shortcoming that we
4 should address.

5 But we welcome your input. We have learned
6 from the exchanges that we have had, particularly at
7 regional leadership meetings, and we have made some
8 changes in accordance with what we have learned. So,
9 again, we welcome your input.

10 Let me just close this first section by
11 making one thing clear. The Ethics Hotline operated by
12 the Exiger firm and overseen by myself operates
13 independently from both the UAW itself as well as from
14 the office of the Monitor who was appointed by the
15 Federal Court last year.

16 At his request, we agreed to provide the
17 Monitor with copies of the reports filed with the
18 hotline, but very importantly, we remove any
19 information that could identify the reporter.
20 Reporters are notified that these modified versions of
21 the reports go to the Monitor.

22 So now let me turn to the second part of my
23 Ethics Officer role. And let me say that to me, the
24 most gratifying part of my work as Ethics Officer has
25 been working with the Member Advisory Committee on

1 Ethics.

2 The Committee's members are a remarkable
3 group of knowledgeable and committed UAW members,
4 totally devoted to the future of their Union and its
5 members. They have wrestled with difficult issues in a
6 difficult environment, both for the UAW and the nation.
7 And they have dedicated many, many hours to these
8 efforts, learning together and developing trust.

9 The Committee was created by announcement by
10 then-President Rory Gamble in December of 2020. UAW
11 members were invited to volunteer to apply to be a
12 member of this committee.

13 There were 129 volunteers, of whom 122 were
14 eligible, with eligibility based on current active
15 membership and some experience serving UAW membership.

16 In a blind random draw that I performed, one
17 permanent and one alternate member from each UAW region
18 were selected to serve on this committee.

19 I would like to name the members of the
20 committee and thank them. More than half of them are
21 in attendance at this Convention. And I would ask them
22 to stand.

23 So by region:

24 Region 1, David Murray (Local 400), here as a
25 press delegate.

1 Alternate, Kristofor Harrison, here as a
2 distinguished guest;

3 Region 1A, Kelly Barnett (Local 6000), here
4 as a convention delegate.

5 Alternate Demetrius Burton, Local 182;
6 Region 1D, Rick Smith (Local 652).

7 The alternate has resigned;

8 Region 2B, Rick Ward (Local 685), here as a
9 convention delegate.

10 Alternate Larry Cooper (Local 211), here as a
11 convention delegate;

12 Region 4, Kim Cook Bell (Local 2250), here as
13 a convention delegate. Also a member of the
14 credentials committee.

15 Alternate Justin Mayhugh (Local 31), here as
16 an alternate delegate;

17 Region 8, Justin Gonzales (Local 887).

18 Alternate, Kim Evans (Local 472);

19 Region 9, Peter Griffin (Local 1097).

20 Alternate, Ryder Littlejohn, here as a
21 delegate;

22 Region 9A, Angie Scraders-Murphy (Local
23 2377), here as a distinguished guest.

24 Alternate, Pamela Smith (Local 2320), here as
25 a Convention delegate.

1 Also serving on the committee are Janice
2 Bellace and Jim Brudney, the Co-Chairs of the Public
3 Review Board, as well as myself.

4 This committee began its work in March 2021.
5 We have met on about 25 occasions, almost every three
6 to four weeks, primarily virtually for about 90 minutes
7 each meeting. We have met twice in person in Detroit.

8 The committee spent its initial meetings
9 becoming immersed in the existing ethics policies,
10 rules, and practices.

11 We had a number of guest speakers, both
12 then-President Gamble and later President Curry came to
13 the -- met with the committee outlining their visions
14 for ethics reform and for the committee itself, where
15 they entertained a wide range of questions. We also
16 had other visitors who instructed us on a lot of
17 different subjects.

18 Over time the committee members developed a
19 rare degree of trust in partnership, notwithstanding
20 differences of opinion, and notwithstanding remarkable
21 diversity in race, gender, age, region, sector,
22 experience, and background. Dialogue in our meetings
23 has always been respectful.

24 The committee has submitted three sets of
25 recommendations to the IEB. These are outlined in my

1 written report, as you will also find there, the IEB's
2 responses.

3 But let me just quickly highlight, if I may,
4 a few.

5 Perhaps most relevant to this Convention, our
6 second set of recommendations made on January 6th of
7 this year covered three categories: Substantive
8 policies, educational approaches, and recourses to
9 complaints.

10 In terms of substantive policies, we made
11 several recommendations that were accepted by the IEB,
12 and have either been put in place, or others that will
13 be submitted to this Convention for its approval.

14 On July 13, 2022, two administrative letters
15 were issued pursuant to our committee's
16 recommendations. One requires periodic membership
17 review of Local Union Bylaws, once every five years, to
18 improve member understanding and participation in their
19 Local Union's activities.

20 The second administrative letter provides
21 that the conflict of interest policy, adopted by the
22 IEB in November of 2020, will apply to all elected and
23 appointed Local Union officials in any decisions or
24 actions they might undertake in their capacity as Union
25 official or representative.

1 As the administrative letter concludes, the
2 International Union believes this conflict of interest
3 policy will help maintain member confidence in Union
4 actions and decisionmaking.

5 We also recommended, and the International
6 Union has advanced into the Constitutional Convention
7 process, two Constitutional Amendments. As I
8 understand, these will be voted on by the convention
9 delegates. And we welcome your approval.

10 The first is a new Section 4 in Article 41.
11 It states it shall be the duty of each member to
12 participate in Local Union meetings, to vote in Local
13 and International Union elections, and to become
14 educated and active in policy discussions of the Union.

15 As the committee stated in its
16 recommendation, there is an overriding importance of
17 achieving more substantial democratic participation in
18 union politics and policymaking.

19 The second proposed amendment is to the
20 Ethical Practices Code. It would add a Section 5 to
21 the democratic practices. It would state each member
22 has the right and responsibility to report activities
23 or practices that they reasonably and in good faith
24 believe are in violation of the Ethical Practices Code.

25 Such reports shall be made to the UAW Ethics

1 Officer. There shall be no discrimination or
2 retaliation of any kind against a member who has
3 exercised his rights and responsibilities.

4 As I have emphasized already, the integrity
5 of the Ethics Hotline depends heavily on member
6 certainty that they can file reports of ethical
7 misconduct without facing retribution.

8 Again, we are hopeful that the Convention
9 delegates will approve these proposed amendments. And
10 we look forward to continuing the dialogue on other
11 substantive policy recommendations that the committee
12 made to the IEB.

13 Our second set of recommendations also
14 focused on what the committee members believe are
15 needed enhancements to the Union's educational and
16 communications approaches, especially the use of more
17 modern technologies to encourage better engagement with
18 and participation by members, especially younger
19 members.

20 The IEB responded positively to a
21 recommendation indicating that efforts are under way to
22 enhance the International Union's communications
23 function and Public Relations Department. We welcome
24 the continuing dialogue over those efforts.

25 And thirdly, our second set of

1 recommendations focused on the Ethics Hotline itself.
2 The most noteworthy recommendation is that the hotline
3 be expanded to address reports at the Local Union level
4 of ethical misconduct, as well as discrimination and
5 harassment.

6 The committee did not reach consensus on the
7 question whether the hotline should be expanded to
8 cover financial malfeasance by Local Unions.

9 The Executive Board responded that it would
10 like to have further discussion with the committee on
11 this recommendation. We would welcome that. And our
12 new expansion of the hotline, as recommended, is worthy
13 of serious deliberation.

14 And lastly, I would mention to you, the
15 committee's recommendation on the future of the
16 committee. When the committee was announced in
17 December of 2020, it stated that a report would be made
18 to this convention, and the delegates would determine
19 whether the committee should continue either for a
20 fixed period beyond 2022, or indefinitely.

21 The committee has discussed this question and
22 unanimously recommends that the convention delegates
23 approve its continuing indefinitely beyond 2022.

24 Created at a time of crisis for the Union,
25 the committee believes that we have played a positive

1 role in the Union's future, and can continue to play a
2 positive role in restoring trust.

3 But the Union members need to know more about
4 why our committee was created. What we have done. How
5 we were chosen. And the importance of creating and
6 preserving an ethical culture.

7 To be successful and to be able to continue
8 the trust and shared thinking, the committee recommends
9 that it remain intact with a periodic rotation of
10 members with staggered terms. That will ensure both
11 the stability of membership and the introduction of new
12 voices with new ideas.

13 I would emphasize that this was a committee
14 of volunteers, chosen by a blind draw. The committee
15 members invested countless hours educating themselves
16 about existing ethics policies and practices and
17 getting to know and trust each other.

18 We recommend better communication from the
19 committee. We believe the committee is an independent
20 voice and can be a viable conduit for listening to
21 members and raising their concerns. As such, the
22 committee can help to restore trust to the
23 International Union, which really has been lost due to
24 difficulties compounded by the pandemic and related
25 crises.

1 So in closing my report to this convention,
2 and, again, I invite you all to read the full written
3 report when it's posted on the Ethics page of the UAW
4 website, but in closing, let me emphasize that it has
5 been an honor for me to serve as the Ethics Officer
6 through this challenging period. I am impressed with
7 the seriousness with which UAW leadership has faced the
8 need to address ethical breaches and the culture that
9 allowed them to occur.

10 Instituting this Ethics Program, including
11 the Ethics Hotline, the Ethics Officer position, and
12 the Advisory Committee all demonstrate that commitment.

13 Leadership has been open to our suggestions,
14 even if disagreeing with some or deferring
15 consideration on others.

16 With respect to my Ethics Officer role in the
17 Ethics Hotline, I have enjoyed a high level of
18 cooperation from the UAW General Counsel, both former
19 and present, in addressing issues relayed through the
20 hotline.

21 Even if those issues do not involve actual
22 ethical violations, the Exiger firm and I regularly
23 review pending matters with the general counsel, on
24 really a weekly basis, scrupulously honoring the
25 confidentiality of the reporters. Both general

1 counsels have taken the issues raised seriously, and
2 have been constructive and responsive in our dealings
3 and in problem solving.

4 Even if a large number of the reports filed
5 with the hotline are deemed out of scope, the presence
6 of this hotline as an available recourse serves a
7 valuable purpose.

8 With respect to the Ethics Advisory Committee
9 function, I emphasize, again, the diversity of this
10 membership and their perspectives, with the richness
11 that has brought to our deliberations, as well as the
12 trust, respect, and collaborative spirit the members
13 developed, despite differences. They share a deep
14 commitment to the UAW, and a seriousness of purpose to
15 be a part of helping the Union emerge from its
16 difficulties and create a proud future.

17 Working with this committee, as I said, has
18 been the most gratifying part of my work as Ethics
19 Officer. The members' commitment to this great union
20 is inspiring.

21 Yet I am realistic enough to know that even
22 with true seriousness of purpose, it is not easy to
23 change the culture of an organization, particularly one
24 as large and complex as the UAW. It takes time. And
25 work remains to be done to restore trust.

1 That will require constant vigilance, greater
2 transparency, improved education and communication
3 efforts. An "us," not a "them" mentality. A belief
4 that these are our responsibilities. And increase
5 democratic participation by the members at all levels
6 of the organization.

7 I am hopeful that with continuing attention
8 to these goals, this great union will have a proud
9 future, further empowering it to vigorously represent
10 its members in a very challenging economic climate.

11 I thank you for your attention.

12 (Applause)

13 PRESIDENT CURRY: Thank you, Wilma. The work
14 you alluded to of the future of our union, as you have
15 heard as part of the International Union self-directed
16 ethics reforms in December 2020, we announced the
17 creation of the Members Advisory Committee on Ethics.

18 In February 2021, the committee was
19 constituted via blind draw from our over 120
20 applications received by the UAW Ethics Officer Wilma
21 Liebman, of the eight committee members and eight
22 alternate members of each region having representation
23 on the committee.

24 We believe the work of the committee is
25 important and provides a vehicle for direct member

1 participation in our reform efforts. And that dialogue
2 it affords is crucial. Efforts of the International
3 continues its committed and dedicated work to rebuild
4 the trust and confidence in the Union's operations. We
5 believe this is important work that should continue.

6 We also believe it's time for new perspective
7 and viewpoints to move the committee forward.

8 Accordingly, we recommend the committee be
9 renewed for another 4-year term, until the next
10 convention. And it be reconstituted with new members
11 and new alternate members selected by each regional
12 director from amongst members expressing an interest in
13 serving.

14 (Motion made)

15 PRESIDENT CURRY: Do I have a second to such
16 motion?

17 (Motion supported)

18 PRESIDENT CURRY: Any discussion?

19 Hearing none, all in favor, signify by saying
20 aye.

21 Any opposed?

22 Ayes have it.

23 And the motion is carried.

24 (Motion carried)

25 PRESIDENT CURRY: Point of order, mic

1 number 6.

2 DELEGATE LEANDRA BARRETT DIAZ: Lee Diaz,
3 Local 2110, Region 9A.

4 Mr. Chairman, humbly, there was discussion.
5 And I raised a point of order to say that there was not
6 enough time for delegates to raise a motion to make
7 that discussion.

8 And for that reason, I would like to ask that
9 if anyone has discussion, we have a chance to say what
10 we have to say.

11 PRESIDENT CURRY: Okay. Delegate, say what
12 you have to say.

13 You are recognized at mic 6, Delegate.

14 DELEGATE LEANDRA BARRETT DIAZ: Will there
15 be -- Mr. Chairman, will there be an opportunity for
16 discussion in each region, in addition to my
17 contributions?

18 PRESIDENT CURRY: Delegate, I am offering you
19 the opportunity right now, because you have asked for
20 discussion.

21 DELEGATE LEANDRA BARRETT DIAZ: Thank you.
22 Lee Diaz, Local 2110, New York City.

23 I stand in opposition to the motion that has
24 been put forward.

25 It's not to say that I don't think there

1 should be an Ethics Committee, as I have made the
2 point. As I have made the point in the past several
3 days, there are many steps in the right direction for
4 this Union, and there is a bright, bright future ahead
5 for United Auto Workers.

6 That being said, to have the Ethics Committee
7 to be an appointed position by regional direction, a
8 position appointed by Regional Directors, rather than
9 taken at random, I believe this is in conflict with the
10 spirit of having an Ethics Committee.

11 (Applause)

12 DELEGATE LEANDRA BARRETT DIAZ: The Ethics
13 Committee is set to review the decisions made by the
14 International Executive Board.

15 And having the Regional Directors appoint
16 those persons potentially corrupts and misaligns the
17 process.

18 Having someone tell you that you should be on
19 a committee, that then you will be evaluating them for,
20 is precisely the kind of dynamic that I see in my
21 workplace as a higher education worker, where the
22 people who are going to hire me and fire me are also
23 the ones who I have to tell what to do.

24 This is an imbalance of power. And I think
25 for that reason, we should have an opportunity to talk

1 more about this.

2 And I believe that the Ethics Committee
3 should be a random decision to bring any semblance of
4 potential corrupting influence for the members of the
5 Ethics Committee that are going to be evaluating the
6 International Executive Board.

7 Thank you for your time.

8 (Applause)

9 PRESIDENT CURRY: Thank you, Delegate.

10 Anyone else wishing to be recognized?

11 Delegate with the striped card, please go to
12 mic 4. Mic 3. Mic 3.

13 DELEGATE JOHN WEYER: John Weyer, Local 869.

14 I appeal the decision of the Chair on the
15 previous question.

16 We didn't get a chance to discuss it. I had
17 my hand raised. I was not recognized.

18 PRESIDENT CURRY: Delegate, we will open the
19 floor up for discussion.

20 DELEGATE JOHN WEYER: Thank you.

21 PRESIDENT CURRY: We are going to start in
22 Region 1D.

23 Anybody in Region 1D wishing to speak?

24 Delegate waving a hand in the black shirt.

25 And delegate with the black jacket.

1 Thank you.

2 DELEGATE RYAN BUCHALSKI: Good afternoon.

3 Ryan Buchalski, UAW Local 598, from Flint, Michigan.

4 Was anybody listening to that report that

5 just happened?

6 I would make a motion to end the debate now.

7 Thank you.

8 (Motion made)

9 PRESIDENT CURRY: The question has been

10 called on debate.

11 Is there support?

12 (Motion supported)

13 PRESIDENT CURRY: There is support.

14 All in favor of end of debate, signify by

15 saying aye.

16 Opposed, nay.

17 Ayes have it.

18 (Motion carried)

19 PRESIDENT CURRY: Debate has ended.

20 (Applause)

21 PRESIDENT CURRY: The question is back on the

22 floor.

23 All in favor -- delegate with the green

24 folder, mic 3.

25 DELEGATE CLEOPHYS WYNN: Good afternoon,

1 delegates.

2 Cleo Wynn, newly elected President of UAW
3 Local 2360, Region 8. My director is Mitch Smith, Tim
4 Smith, no relations, just union brothers.

5 Brother Chairman, I appreciate this
6 opportunity. And I understand that we all here, we've
7 been here all day. We've been here the last four days.
8 We are exhausted, ready to go.

9 But we did get elected by our delegates to
10 conduct business. And so I tell my kids all the time,
11 I tell my members, I tell my frat brothers that there
12 is always a right way to do everything.

13 So Brother Chair, with that, I would like to
14 make a motion to accept all written and presented
15 committee reports that have been presented.

16 (Motion made)

17 PRESIDENT CURRY: Is there support?

18 (Motion supported)

19 PRESIDENT CURRY: Point of order, mic 3.

20 DELEGATE CLEOPHYS WYNN: First of all,
21 there's a motion on the floor that we are considering.
22 So we can't bring another motion, correct?

23 PRESIDENT CURRY: Correct.

24 DELEGATE CLEOPHYS WYNN: Secondly --

25 PRESIDENT CURRY: We will call the delegate

1 back to mic 3 once that motion is through.

2 DELEGATE CLEOPHYS WYNN: I would ask for
3 information.

4 PRESIDENT CURRY: Information?

5 DELEGATE CLEOPHYS WYNN: Yeah. Who made the
6 motion to accept this appointed delegates as our ethics
7 officers, who made that motion? Who made the motion
8 that we just voted on?

9 PRESIDENT CURRY: That came as a
10 recommendation.

11 DELEGATE CLEOPHYS WYNN: Who? Which delegate
12 made that motion?

13 PRESIDENT CURRY: The body. Unidentified
14 body. If you want me to give you a body, but a body,
15 it was overwhelming voice of a motion of support.

16 Delegate on the third row, Judy Webb, Local
17 737, made the motion.

18 You need the second's name also?

19 There is a second.

20 All in favor, signify by saying aye.

21 Opposed, signify by saying nay.

22 Ayes have it.

23 And the motion is carried with regard to the
24 appointment of four -- the members of the eight regions
25 or nine regions, and nine alternates, respectively, for

1 the Ethics Advisory Committee.

2 (Motion carried)

3 (Applause)

4 PRESIDENT CURRY: Chair recognizes the
5 delegate that raised the point.

6 DELEGATE CLEOPHYS WYNN: Appreciate you
7 again, Chairman.

8 Again, Cleo Wynn, President of the UAW Local
9 2360.

10 Again, I make a motion that we accept all
11 presented committee reports that were written and
12 presented.

13 (Motion made)

14 PRESIDENT CURRY: Delegate, are you referring
15 to Constitution and Resolution?

16 DELEGATE CLEOPHYS WYNN: I am.

17 PRESIDENT CURRY: Is there support?

18 (Motion supported)

19 PRESIDENT CURRY: Discussion?

20 Point of information, mic number 6.

21 DELEGATE JORDAN BARBEAU: Thank you,
22 Mr. President. And thank you everyone.

23 Jordan Barbeau, UAW Local 2320, in Region 9A.

24 I absolutely support this motion. I think
25 maybe it would be appropriate to make a friendly

1 amendment to also just clarify that anything else that
2 may have been pending is tabled to an indefinite time,
3 and pass -- my understanding is that we are

4 specifically talking about documents 8, 10, and 12 --

5 SECRETARY-TREASURER STUGLIN: No. No other
6 reports.

7 DELEGATE JORDAN BARBEAU: -- and the other
8 committee reports? Just the reports?

9 SECRETARY-TREASURER STUGLIN: Just the
10 reports.

11 DELEGATE JORDAN BARBEAU: Okay. Can I make a
12 friendly amendment.

13 PRESIDENT CURRY: Does the delegate accept
14 the friendly amendment?

15 DELEGATE JORDAN BARBEAU: I will -- I am
16 going to redo --

17 PRESIDENT CURRY: Please restate it for the
18 delegate for consideration.

19 DELEGATE JORDAN BARBEAU: With that
20 clarification, I would like to make a friendly
21 amendment that in addition to passing the committee
22 reports, that we pass -- that we put forth for an up
23 and down vote Document 8, Document 10, Document 12, and
24 pass them as a -- vote on them as a package, so that we
25 can adjourn.

1 PRESIDENT CURRY: Does the delegate accept
2 the friendly amendment, before we move any other place?

3 DELEGATE CLEOPHYS WYNN: Brother Chair, I
4 humbly do not accept.

5 PRESIDENT CURRY: Thank you, Delegate.

6 We are at discussion now.

7 Delegate with the orange folder.

8 DELEGATE RICHARD BUTLER: Rick Butler,
9 Local 1472, Region 4.

10 Would this also include the proposal about
11 the Strike Fund? Would this also be lumped in with
12 this vote?

13 PRESIDENT CURRY: That would not be. That is
14 one that asked for -- that was a pending vote, that we
15 are going to bring the Secretary-Treasurer back up
16 because you asked, the delegates asked for specific
17 information. We were at the process point debate had
18 ended. There is a vote that was pending on that.

19 And you are asking a question with regard to
20 dividends and interest. That is still pending. The
21 Secretary-Treasurer has got to provide that information
22 back to the delegates.

23 DELEGATE RICHARD BUTLER: Thank you.

24 PRESIDENT CURRY: Thank you.

25 Orange card.

1 DELEGATE BRIAN WIGGINS: Brian Wiggins,
2 Local 2367, out of Region 9.

3 I would like to propose a friendly amendment
4 to this. He said "as read." I would like to strike
5 that. "As written." "All committee reports as
6 written."

7 PRESIDENT CURRY: Delegate in Region 8, do
8 you accept the friendly amendment?

9 Please come to mic 3.

10 DELEGATE BRIAN WIGGINS: And proposals.

11 PRESIDENT CURRY: Delegate at mic 6, please
12 say it again.

13 DELEGATE BRIAN WIGGINS: And proposals.

14 PRESIDENT CURRY: Delegate at mic 3?

15 DELEGATE CLEOPHYS WYNN: Yes, Chairman, I
16 accept.

17 PRESIDENT CURRY: Okay. We have a friendly
18 amendment that's been made and accepted.

19 Point of order.

20 That's at mic 8, waving the tube.

21 DELEGATE SARA SCHAMBERS: So there's been a
22 lot of discussion. And hello again, Brothers and
23 Sisters, my name is Sara Chambers. I am out of Local
24 174 -- or I am sorry, 182, Jerry Whitwood (phonetic) is
25 my chairman. I am under the strong leadership of

1 Regional Director Laura Dickerson, and the entire
2 Executive Board.

3 I think there needs to be a lot of education
4 on this.

5 First, I would like to thank all of you up
6 there, this clean Executive Board --

7 (Applause)

8 DELEGATE SARA SCHAMBERS: -- for tidying up
9 and mopping that stage.

10 Number two, I want to take a minute to
11 recognize something.

12 Latiska Hearn, and I apologize if I say your
13 name wrong, Local 1700;

14 Jessica Morgan, 838;

15 Shirley Mata, 249;

16 Ralph Walsh, 276;

17 Chairperson Todd Dunn, 862;

18 Mike DeLucas, 686;

19 Cathy Watkin, 174;

20 Ryan Eding, 602;

21 Kevin McQuaide, 1549;

22 Sherry Baker, 211;

23 And Rene Casiano, Local 2110.

24 Do you know who that is?

25 That's your Resolutions Committee. This is

1 our Union. This is your committee that was elected and
2 put in place, not by this International, UAW. It was
3 put in place by the members.

4 (Applause)

5 DELEGATE SARA SCHAMBERS: So when we come in
6 here and we pull all these resolutions back to the
7 floor, that this committee was tasked to do exactly
8 what we are doing, and I think they did a good job --

9 (Cheers and applause)

10 DELEGATE SARA SCHAMBERS: -- they debated
11 these, and they voted on them, and then they put them
12 to the floor.

13 We are telling them that they didn't do a
14 good enough job.

15 I support you, Brothers and Sisters.

16 Now, let me give you an example what some of
17 these things are doing to our union.

18 We are being irresponsible.

19 We are all for a living wage. And I am going
20 to be clear that I am for a living wage. I don't want
21 anybody to get that twisted.

22 But we voted yesterday to pass a \$500 strike
23 pay, starting day one. Give yourselves a round of
24 applause. We gave people more money. That's awesome.

25 But what you don't know or you might have

1 forgotten, that when GM went on strike for 40 days,
2 this leadership raised that strike pay, because they
3 understood it wasn't enough.

4 Then, if you guys don't know, you are not
5 allowed to go get a second job as a single mom making
6 \$200 a week. Okay.

7 Now you can. Because they opened it up and
8 changed it.

9 (Applause)

10 DELEGATE SARA SCHAMBERS: On June 7th, this
11 year, the International Union understood that \$250 was
12 not enough. Sorry, \$275, thank you. And they raised
13 it again, to \$400.

14 Thank you.

15 (Applause)

16 DELEGATE SARA SCHAMBERS: Because that's all
17 that we can afford. When these educated men and women
18 sat down and said, what's our budget? What do we need?
19 And what can we afford to strike with?

20 Now we are going to squeeze 30 percent from
21 every department causing them not to operate potential.

22 PRESIDENT CURRY: One minute, Delegate.

23 DELEGATE SARA SCHAMBERS: I call for a vote.

24 PRESIDENT CURRY: Delegate, are
25 you -- there's already been a motion and a second.

1 We are going to open up the floor for debate
2 specifically on one other item.

3 But you're talking about the strike item.

4 Which item are you asking for the question to
5 be called on?

6 DELEGATE SARA SCHAMBERS: The motion that was
7 made.

8 PRESIDENT CURRY: The question has already
9 been called and seconded.

10 DELEGATE SARA SCHAMBERS: Okay.

11 PRESIDENT CURRY: Thank you.

12 Delegate at mic 2.

13 UNIDENTIFIED SPEAKER: Thank you,
14 Mr. President. I would like to make a motion to end
15 debate. And call the question.

16 (Motion made)

17 (Motion supported)

18 PRESIDENT CURRY: There is a motion and
19 support to end debate.

20 Any discussion?

21 Card, delegate with the white card, please go
22 to mic one.

23 DELEGATE YASIN MAHDI: So my name is Yasin
24 Mahdi, Local 180, CNH, Region 4.

25 So, the reason why I came up to this mic, I

1 know everybody wants to get out of here. There's one
2 other thing I want to bring out of the resolution, out
3 of the submitted resolutions for a vote before we close
4 it all the way out.

5 PRESIDENT CURRY: And that's fine.

6 DELEGATE YASIN MAHDI: So if you guys want to
7 boo me, but I am going to still say what I want to say.

8 So submitted Resolution 10, that was
9 submitted by Local 14 on page 62.

10 PRESIDENT CURRY: Delegate, you are out of
11 order.

12 DELEGATE YASIN MAHDI: Okay.

13 PRESIDENT CURRY: So I am going to restate
14 the motion.

15 The motion was to accept all resolutions and
16 recommendations by the constitution resolutions
17 committee. This would include resolutions in the book,
18 properly proposed resolutions, documents handed out,
19 and materials and Documents 8, 9, 10 and 12.

20 There is support.

21 And the motion to close debate is not
22 debatable.

23 So all in favor, signify by saying aye.

24 Any opposed?

25 Any opposed?

1 Point of information, mic number 7, white
2 flag.

3 UNIDENTIFIED SPEAKER: And I am sorry, and I
4 am following closely, but exactly what -- all the
5 proposals that was in this motion, is it all the
6 handouts, plus in both books that we are voting on?
7 The proposed resolutions, the submitted resolutions,
8 plus the handed out sheets? I got confused.

9 PRESIDENT CURRY: Delegate, I will read that
10 for you again.

11 The clarification is motion to accept all
12 resolutions and recommendations by the constitution and
13 resolutions committee. This would include resolutions
14 in the book of proposed resolutions, specifically like
15 this book, proposed resolutions, plus documents handed
16 out in your materials as documents 8, 9, 10, and 12.
17 So specifically this one plus documents 8, 9, 10 and
18 12.

19 UNIDENTIFIED SPEAKER: Thank you. So it was
20 not this book, the submitted ones.

21 PRESIDENT CURRY: Not the submitted.

22 Proposed. Thank you.

23 Delegate with the white paper, black shirt,
24 mic 7.

25 DELEGATE WILLIAM WOOD: Thank you, Mr. Chair.

1 My name is Andy Wood. I am from Local 5285,
2 the home Local of Ray Curry.

3 (Applause)

4 DELEGATE WILLIAM WOOD: Proud member of
5 Region 8, under the leadership of Mitchell Smith and
6 Tim Smith.

7 Congratulations, Tim, on acclamation.

8 (Cheers and applause)

9 DELEGATE WILLIAM WOOD: I come before this
10 convention today to talk about our focus as delegates.

11 Our focus as delegates is a tricky situation,
12 as we must focus on our own individual needs for our
13 locals, but as the greater good of this union.

14 PRESIDENT CURRY: Delegate, I am going to
15 have to call you out of order. We are in the middle of
16 a vote.

17 I thought it was something specific to the
18 vote. So if you would, Delegate, take your seat. We
19 can call you back at another appropriate time.

20 Thank you.

21 (Applause)

22 PRESIDENT CURRY: We have already asked for
23 the ayes. And I would also like to acknowledge the
24 nays.

25 Once again, all that are opposed, please say

1 nay.

2 The ayes have it.

3 The motion is carried.

4 (Motion carried)

5 PRESIDENT CURRY: The remaining

6 Constitutional Resolution Committee items in the

7 resolution proposed book along with 8, 9, 10, and 12

8 have been adopted.

9 (Applause)

10 PRESIDENT CURRY: Delegate with the black

11 paper -- with the white paper, black shirt, mic 7.

12 DELEGATE WILLIAM WOOD: Let's try this again.

13 My name is Andy Wood, once again from Local

14 5285, the home Local of our president, Ray Curry.

15 (Cheers and applause)

16 DELEGATE WILLIAM WOOD: As I was saying, our

17 focus as delegates is a delicate situation. Our focus

18 being on ourselves, we have to understand that there is

19 a greater good involved in what we are doing on this

20 floor.

21 I say that, because there's always cause and

22 effect to the things that we decide here on this floor.

23 The proposals that are in this book have been

24 thoroughly looked over by a resolutions committee.

25 They gave these resolutions due diligence.

1 As a bargaining committee member on two
2 separate times, I understand that contract
3 negotiations, the language, there is cause and effect.

4 Yesterday, we voted on a resolution to raise
5 the strike pay to \$500 per week. Now, as an
6 individual, right, as an individual union member, that
7 sounds really good.

8 But what I said before, there is a greater
9 good. All right. When you take in consideration we
10 are headed into national negotiations next year, using
11 an example of one Local having 15,000 members, at \$500
12 a day, comes up to be \$7.5 million for one day being
13 out on strike -- a week -- sorry.

14 So when you are out, the thing that wasn't
15 talked about yesterday, and like I said, there's always
16 cause and effect, is the fact they didn't talk about
17 the healthcare costs association for being out on
18 strike.

19 We are here to do our locals justice. And
20 the last thing I want to do is give these multibillion
21 dollar corporations the tools to bankrupt us while we
22 are on strike.

23 (Cheers and applause)

24 DELEGATE WILLIAM WOOD: So I hereby make a
25 recommendation of a motion of going back,

1 reconsideration of the \$500 strike pay. Thank you.

2 (Applause)

3 DELEGATE WILLIAM WOOD: And the strike pay.

4 Thank you.

5 (Motion made)

6 (Motion supported)

7 PRESIDENT CURRY: Delegates, stand by on this
8 one. We need the parliamentarian back.

9 **A Motion for Reconsideration requires a**
10 **majority vote.**

11 **There's already support.**

12 **We are going to vote and --**

13 (Point of Order)

14 PRESIDENT CURRY: Delegate with the hat and
15 the white book, go to mic 2.

16 DELEGATE SCOTT HOULDIESON: Scott Houldieson,
17 UAW Local 551, Region 4.

18 Under Robert's Rules of Order, to reconsider
19 requires a delegate that was on the majority side to
20 make the motion to reconsider, and since we did not do
21 a roll call vote, we have no idea who was on the
22 majority and who was on the minority.

23 So this is out of order, and cannot be done.

24 (Applause)

25 PRESIDENT CURRY: Delegate with the orange

1 folder, please go to mic 6.

2 Delegate, please stay at mic 2.

3 DELEGATE OREATA GRIFFIN: My name is Rita
4 Griffin, out of Local 2250, Region 4. Director Ron
5 McInroy, Assistant Director Brad Dutcher, my servicing
6 rep, Johnny Mack, under the leadership of President
7 Fred Jamison.

8 Our Local submitted the resolution, so we
9 stood as one unit in favor, Local 2250 stood in favor,
10 and I supported that.

11 And I have to tell you, I have been UAW since
12 1996. This is my third Local. I have gone through not
13 having a tier, to being a part of a tier. And it's not
14 fun.

15 I also understand, because I am a General
16 Motors employee, how it feels to be on strike. Okay.
17 The extra hundred dollars is wonderful, would be
18 wonderful. However, it would negatively impact the
19 operation of our union as a whole.

20 (Applause)

21 DELEGATE OREATA GRIFFIN: And I took an oath
22 at my Local to stand with my Local. And to fight for
23 my Local.

24 But in standing with my Local and fighting
25 for my Local, if I vote for something that's not in our

1 best interest or in your best interest, financially, it
2 is not supporting our Local.

3 And so I can tell you, I can be recognized
4 because we stood as a Local to support a resolution
5 that came from my Local.

6 (Applause)

7 PRESIDENT CURRY: Thank you, delegate.

8 The delegate at mic 2, we are going to
9 address the question.

10 Delegate that made the Motion for
11 Reconsideration, is out of Region 8, please go back to
12 mic 7.

13 Delegate that's at mic 7, did you vote in
14 favor for the increase?

15 DELEGATE WILLIAM WOOD: Yes, I did. And
16 after I --

17 PRESIDENT CURRY: The delegate at mic 7
18 affirms that he was in the majority having voted for
19 it.

20 Delegate at mic 2, your question has been
21 addressed.

22 Delegate at mic 2, he acknowledged on the
23 convention floor he voted in the majority.

24 Delegate at mic 2, please take your seat.
25 Thank you.

1 You have heard the reconsideration.
2 There's also been a second.
3 We are going to now open up the floor for
4 debate.
5 We are going to start at Region 1.
6 Someone to speak for or against it on the
7 reconsideration.
8 Point of order, right here with the pink
9 shirt.
10 DELEGATE JERRY ROSS: Chairman.
11 PRESIDENT CURRY: The lights are different up
12 here.
13 DELEGATE JERRY ROSS: Jerry Ross, Junior,
14 Local 1762, under Region 8. Mitchell Smith and Tim
15 Smith is our leadership.
16 I want to ask for end debate, and ask for the
17 question.
18 (Motion made)
19 PRESIDENT CURRY: End debate has been called.
20 Question has been called.
21 Is there a second?
22 (Motion supported)
23 PRESIDENT CURRY: All in favor to end debate,
24 please signify by saying aye.
25 The opposed signify by saying nay.

1 The ayes have it.

2 Debate has ended.

3 (Motion carried)

4 PRESIDENT CURRY: The Motion for

5 Reconsideration is now on the floor, and that is on the

6 original 500 increase.

7 All in favor of the reconsideration, please

8 say aye.

9 Opposed, signify by saying nay.

10 We are going to have to take a stand.

11 Salmon color paper, please go to mic 6.

12 We are going to have to have a standing hand

13 count on that vote.

14 Come to mic 2.

15 DELEGATE SHEILA KULKARNI: Hello. Sheila

16 Kulkarni, UAW Local 2865.

17 I motion for a roll call vote.

18 (Motion made)

19 PRESIDENT CURRY: Roll call vote has been

20 requested.

21 (Motion supported)

22 PRESIDENT CURRY: There is support.

23 Roll call requires 318 delegates.

24 So we will proceed with the count for the

25 roll call vote.

1 Those in favor of a roll call vote, please
2 stand, to be counted.

3 Point of information, brown hat, mic 3.

4 DELEGATE RONALD BOYER: Rich Boyer, UAW
5 Local 140.

6 My question is: How do you know that the
7 number is 318, being that a lot of delegates have left?
8 How do we know how many people are actually in the
9 body? So how did you come up with that number?

10 PRESIDENT CURRY: That's the number that's in
11 the rules right now, based on the last credential
12 report.

13 There's 118 votes.

14 Roll call is defeated.

15 So we are back on the motion of the
16 reconsideration.

17 All in favor of the reconsideration, please
18 stand.

19 Orange card, mic number 4.

20 UNIDENTIFIED SPEAKER: My apologies. I just
21 want to get clarification out there, this vote we are
22 about to take.

23 So if we vote yea for this, we mean we agree
24 to get rid of the \$500 raise that was voted for
25 yesterday. And we are agreeing to say nay, we are

1 keeping the \$500.

2 PRESIDENT CURRY: Delegate, you are
3 absolutely correct.

4 UNIDENTIFIED SPEAKER: Thank you. I just
5 wanted to make sure that was clarified for everyone.
6 My apologies for stretching this out.

7 PRESIDENT CURRY: Thank you, Delegate.

8 Reconsideration, delegates in favor of the
9 reconsideration, please stand.

10 Delegate with the orange paper, please go to
11 mic 6.

12 DELEGATE OREATA GRIFFIN: Rita Griffin,
13 Local 2250.

14 I am asking for information. So is it
15 possible that Secretary Stuglin can take the mic and
16 give us information about the impact of the increase,
17 the hundred dollar increase?

18 PRESIDENT CURRY: Delegate, stand by for that
19 information. We are in a voting process right now that
20 was already started.

21 DELEGATE OREATA GRIFFIN: The vote has not
22 started yet.

23 PRESIDENT CURRY: Delegate, the delegates
24 were voting. Roll call had ended. Debate had ended.
25 And we were voting, Delegate. We will provide that

1 information.

2 SECRETARY-TREASURER STUGLIN: Based on the GM
3 strike, it would have been an extra \$29 million.

4 The actual cost of the GM strike was
5 79 million.

6 PRESIDENT CURRY: Delegate with the orange
7 folder, please go to number 2.

8 SECRETARY-TREASURER STUGLIN: And that was
9 not including healthcare.

10 PRESIDENT CURRY: Yes, delegate.

11 DELEGATE MARCQUES DERBY: Marcques Derby, UAW
12 Local 807.

13 So how are we going to strategically, and I
14 am going to use the "F" word here, unfuck the fact that
15 the UAW on the UAW.org website has already published
16 publicly that we have raised strike pay to \$500.
17 Detroit Free Press has already published it. The WSWS
18 has already published it. Can you answer that?

19 PRESIDENT CURRY: Delegate, Delegate, please
20 stand by.

21 Actions of the delegates on a specific day,
22 because of the day of the convention, that information
23 has been posted daily on the actions. That was an
24 action yesterday. We have got another action going on
25 today. It's called reconsideration.

1 (Cheers and applause)

2 PRESIDENT CURRY: Delegate with the white
3 paper, please go to mic 3.

4 DELEGATE KAMILAH DEGREE: Hi. Kamilah
5 Degree, Local 1700, Region 1.

6 I understand what everybody is saying about
7 that hundred dollars going up and how much money it is
8 going to cost.

9 But at the same time I feel like we have got
10 to help our Brothers and Sisters that's out on the
11 strike.

12 PRESIDENT CURRY: Delegate, this was not
13 debate. Debate has ended on this.

14 DELEGATE KAMILAH DEGREE: Well, I just had a
15 point of information.

16 PRESIDENT CURRY: Delegate, you are out of
17 order.

18 DELEGATE KAMILAH DEGREE: Okay. Thank you.

19 PRESIDENT CURRY: Please continue to count,
20 auditors.

21 You should still be standing for the vote.
22 Delegates should be still standing in favor of the
23 reconsideration to be counted by the auditors.

24 All right. Delegates that were opposed to
25 the reconsideration, please stand.

1 Please stand by.

2 The vote count is 421 to 181.

3 Reconsideration has been granted.

4 (Applause)

5 PRESIDENT CURRY: So we are going to go back,
6 we are going to go back into an order of business where
7 a standing vote was about to take place. The delegates
8 asked for information from the Secretary-Treasurer
9 yesterday. And that was regarding a resolution on
10 dividends and interest.

11 Delegates asked that that vote be halted, for
12 the Secretary-Treasurer to provide that information.

13 And now I am going to bring the
14 Secretary-Treasurer forward to provide that
15 information.

16 VICE-PRESIDENT STUGLIN: The question on the
17 floor was: What are the consequences of voting in
18 favor of the resolution requiring the Strike Fund
19 interest to remain in the Strike Fund?

20 If you can pull out the Secretary-Treasurer's
21 Report, and turn to page 9, I will be referring to this
22 in the explanation.

23 Today, the total interest earned by the
24 International on all funds, including the Strike Fund,
25 are shown on page 9 of the Secretary-Treasurer's

1 Report.

2 In 2021, the amount was 81 million. The
3 Strike Fund receives 86 percent of the total interest
4 amount, which was about 70 million in 2021.

5 Under the current Constitutional language,
6 the 70 million of interest received by the Strike Fund
7 went to the General Fund.

8 Our total cost for 2021 was approximately
9 196 million. That means the investments income paid
10 for 36 percent of our total cost in 2021.

11 So that means the General Fund had to receive
12 the Strike Fund interest in 2021. If it did not
13 receive the Strike Fund interest in 2021, we would have
14 had to cut over a third of our total costs last year.

15 What are those costs?

16 Those costs include International staff and
17 clerical who support our locals, involving
18 negotiations, servicing activities, non-Article 16
19 organizing, including temporary organizers, health and
20 safety, skilled trades, our technical assistance from
21 various departments like Legal, IT, Research, Social
22 Security, and the Big 3 departments.

23 They also include costs related to education
24 programs and conferences for members.

25 And finally, they include fixed costs to

1 support the operations of our locations, including
2 Solidarity House, the Washington office, regionals, and
3 subregional office.

4 So summarizing, if the proposed resolution
5 had been in place in 2021 and the Strike Fund interest
6 stayed in the Strike Fund, we would have had to cut 36
7 percent of all costs across the board.

8 President Curry, I return back to you.

9 PRESIDENT CURRY: Thank you,
10 Secretary-Treasurer Stuglin.

11 Orange flag, mic 7.

12 DELEGATE JENNIFER BOONENBERG: Good
13 afternoon, Brothers and Sisters. My name is Jennifer
14 Boonenberg. I am out of Local 163, President Al Byrd,
15 Vice President Gary Dotson, under Laura Dickerson,
16 Regional Director, and Dave Pagac, Assistant Director.

17 I would like to make a motion to un-table the
18 motion regarding, excuse me, moving the percentage of
19 interest generated by the Strike Fund, or I believe
20 Article 16.

21 PRESIDENT CURRY: Delegate, I am going to
22 have to call it out of order, because right now we are
23 proceeding to a vote on this resolution.

24 DELEGATE JENNIFER BOONENBERG: Okay. My
25 apologies.

1 PRESIDENT CURRY: Thank you.

2 Delegate in the yellow shirt, please go to
3 mic number 4.

4 DELEGATE DANIEL GILSON, II: Dan Gilson,
5 Local 14, Regional 2B.

6 I did enter this. I would like to make a
7 friendly amendment to this, which I believe I have the
8 right to do.

9 PRESIDENT CURRY: You are the mover.

10 DELEGATE DANIEL GILSON, II: So I would like
11 to amend this, or put this in as a friendly amendment.

12 If the Strike Fund goes above 850 million,
13 the IEB can still use the International -- or the
14 interest generated from this fund.

15 But if it falls below it, we have made it so
16 clear how important the Strike Fund is, that at that
17 point, then we need to get the Strike Fund back where
18 it needs to be.

19 PRESIDENT CURRY: So you are saying the
20 interest would remain in the Strike Fund only over
21 850 million.

22 DELEGATE DANIEL GILSON, II: Only under.

23 PRESIDENT CURRY: Only under 850 million.

24 DELEGATE DANIEL GILSON, II: Once it reaches
25 the cap that we put on, to go back to the two hours,

1 that interest would still go to the IEB. So they could
2 use that for their funds.

3 PRESIDENT CURRY: Delegate, the only
4 unfortunate piece of that, that 827 million, your
5 reconsideration, a friendly motion, would actually be
6 impacted immediately today. That interest in those
7 dividends would not be able to move going forward.
8 They would not move to the General Fund, because we are
9 right now at 827 million. We are not at 850 yet.

10 DELEGATE DANIEL GILSON, II: Correct. Until
11 we hit 850.

12 PRESIDENT CURRY: Correct.

13 DELEGATE DANIEL GILSON, II: So I have to
14 wait until it hits that point, and then we can --

15 PRESIDENT CURRY: But that's what you are
16 asking for, for reconsideration. A friendly amendment
17 to your motion.

18 DELEGATE DANIEL GILSON, II: Correct.

19 (Motion made)

20 PRESIDENT CURRY: Is there a support?

21 (Motion supported)

22 PRESIDENT CURRY: All right. We are going to
23 now vote up or down on the friendly amendment to
24 Resolution 263.

25 DELEGATE DANIEL GILSON, II: Thank you.

1 PRESIDENT CURRY: At this point, we are going
2 to move to debate on the friendly amendment, unless
3 there's a call to end debate.

4 Delegate with the UAW fan, please go to
5 mic 4.

6 DELEGATE THOMAS KELLEY: Tom Kelley,
7 Local 1869, Region 1.

8 Just I wanted to clarify for information, I
9 was the original person who asked for information about
10 the impacts. And I recall that I didn't state my name
11 and Local. So I just wanted to clarify that for the
12 record. Thank you.

13 PRESIDENT CURRY: Thank you.

14 Delegate, green folder, mic number 2.

15 DELEGATE NICHOLAS GEISER: Thank you, Chair.
16 Nick Geiser, UAW 2865.

17 I believe I called the question yesterday,
18 just before a gentleman over to the left, to your
19 right, called for information. And then subsequently
20 the motion was tabled.

21 We are taking a vote. If the order is to be
22 respected on the motion, and I do not see in Robert's
23 Rules where there's ability to make a friendly
24 amendment after the call has been made to vote.

25 (Point of order)

1 PRESIDENT CURRY: Delegate at number 2,
2 please stand by, right now, for interpretation.

3 Delegate in the black and white shirt, mic 8.

4 UNIDENTIFIED SPEAKER: Brother Chair, with
5 all due respect to the Brother that had called it
6 yesterday, I would like to call the question to the
7 friendly amendment to the gentleman that made the
8 original amendment. So I would like to call that,
9 rather than the debate, call the question.

10 PRESIDENT CURRY: The question has been
11 called and there is support.

12 (Motion made)

13 (Motion supported)

14 PRESIDENT CURRY: All in favor of the
15 friendly amendment --

16 (Discussion off record)

17 PRESIDENT CURRY: The delegate has made a
18 friendly amendment. The question has been called. We
19 will now be holding a vote up or down on the entire
20 resolution, which includes his friendly amendment.

21 Delegate.

22 DELEGATE DANIEL GILSON, II: The reason that
23 I added this in was the membership keeps asking when we
24 will go to two hours of pay.

25 The only time that we reach two hours of pay

1 is when we hit 850 million.

2 The reason that I amended this was so that we
3 still have the access to that money once it has reached
4 850 million to the International.

5 But once again, everybody in here has said
6 how we don't want to bankrupt the Strike Fund. We have
7 to fund the Strike Fund and make sure it's fully funded
8 if we want to be able to fight these corporations.

9 And we still need to go back to our people,
10 so we have to be responsible to them, too. They want
11 to know when we are going back to two-and-a-half -- or
12 two hours of our money. They have asked for that to be
13 presented.

14 We are not presenting that today. We are
15 asking for this instead. I just wanted to clarify
16 that.

17 PRESIDENT CURRY: Thanks, Delegate.

18 Delegate at mic 6, green shirt.

19 DELEGATE COREY HILL: Corey Hill, Local 3520.

20 Mr. Chairman, can you please fully state the
21 amended friendly amendment that is coming before us in
22 whole, so there's no confusion?

23 PRESIDENT CURRY: The current resolution was
24 Resolution 263 that provides that the interest and
25 earnings and investments received by the International

1 Strike Fund be allowed to stay in the Strike Fund.

2 The friendly amendment acknowledged that at
3 the point that the Strike Fund reached 850 million, the
4 interest and investments could be moved to the General
5 Fund, 850 and above. Only when it hit 850.

6 The question has been called. The Chair
7 would entertain a motion to end debate.

8 (Motion made)

9 (Motion supported)

10 PRESIDENT CURRY: There is support.

11 All in favor, signify by saying aye.

12 Any opposed, signify by saying nay.

13 We are going to take a vote. We are going to
14 take a vote. We are going to take a count standing.

15 All in favor, signify by standing. Because
16 it is not clear.

17 It is clear that there's 45 delegates
18 standing to close debate. Thank you.

19 We will now vote up or down the full
20 Resolution 263, plus the friendly as presented.

21 All in favor of the friendly amended motion,
22 please stand.

23 Those who are opposed, please stand.

24 The vote count is 1,024, 515 against. The
25 resolution is defeated.

1 At this time, I would like to call the
2 Constitutional Committee back and also Chair Todd Dunn
3 for purposes of the final report.

4 PRESIDENT CURRY: Point of information, black
5 jacket, please go to mic 8.

6 Constitutional Committee, please come
7 forward.

8 DELEGATE PEGGY STEVENSON: Hi, there. Peggy
9 Stevenson, Local 1005.

10 I just have a quick question.

11 Is there anybody here that voted for the IEB
12 raises that would be willing to reconsider it now?
13 Thank you.

14 PRESIDENT CURRY: Chairman Todd Dunn, please
15 come forward.

16 Delegate with the white piece of paper at
17 mic 6.

18 DELEGATE ROBERT REYNOLDS: Thank you.

19 Local 897, Bob Reynolds. I want a point of
20 privilege before this starts in the Constitution
21 Committee.

22 PRESIDENT CURRY: Delegate, we still have
23 your item that we are going to address. I can assure
24 you, you are on my screen right now.

25 DELEGATE ROBERT REYNOLDS: All right. Well,

1 I don't want to lose that one.

2 PRESIDENT CURRY: Bob, we have not forgotten
3 you or your shirt.

4 Todd Dunn.

5 DELEGATE TODD DUNN: Don't worry, Brother. I
6 stand with you. My wife picked this one out for me.
7 Good clean living.

8 Good afternoon, everyone. Good afternoon,
9 President Ray Curry, Secretary-Treasurer Frank Stuglin,
10 International Officers, Executive Board, distinguished
11 guests, Sister and Brother delegates.

12 My name is Todd Dunn. I am the President of
13 UAW Local 862 in Region 8, under the visionary
14 leadership of Director Mitchell Smith and Assistant
15 Director Tim Smith.

16 It has been my honor and my privilege to
17 Chair your 2022 Resolutions Committee.

18 Our committee has been on point since day
19 one. I thank them for their service to their union. I
20 am honored to have served on the battlefield, and I'm
21 equally as honored to have served on our Resolutions
22 Committee for our International Union, my Brothers and
23 Sisters.

24 The Resolutions Committee last convened
25 July 5th, 2022, at the Westin, located at 1500 Town

1 Center, Southfield, Michigan. A total of 439
2 resolutions with the membership approval were received
3 by the Secretary-Treasurer by the deadline spelled out
4 in the Convention Call.

5 Of these, three were submitted by the IEB.
6 One was submitted by the Resolutions Committee. And
7 383 were referred to the Constitution Committee. And
8 37 were considered by this Committee.

9 Forty Local Unions, two Retired Workers
10 Charters properly submitted resolutions for
11 consideration.

12 Your committee reviewed these resolutions and
13 drew on the assistance of our union officers and our
14 national departments, as we discussed the issues from
15 the perspectives of our diverse backgrounds.

16 I can assure you that the committee took its
17 task very seriously. Our focus was on building our
18 tomorrow today.

19 We know that the UAW is not simply a labor
20 union. But is a strong social movement. The UAW has
21 and has always been willing to take a position on hard
22 issues. And work aggressively towards the goals of
23 economic and social justice.

24 As we focused on strengthening our union to
25 take on the challenges we are facing in our workplaces,

1 our country, and our world, it is in that spirit that
2 we approach these resolutions.

3 Our committee wishes to thank President Ray
4 Curry, Secretary-Treasurer Frank Stuglin, and Vice
5 President Chuck Browning, Terry Dittes, Cindy Estrada
6 for the resources that they provided for us and
7 expertise.

8 We would also like to recognize and thank
9 Reggie Ransom, Administrative Assistant to the
10 President, for his honesty and his leadership. Thank
11 you, Reggie.

12 I also would like to recognize the highly
13 intelligent and ever so gracious Jennifer Kelly,
14 Assistant Director in the Organizing Department, for
15 assistance to this committee and assistance to
16 Ms. Tiffany Rice out of the Auditing Department, with
17 her past and current knowledge of the convention
18 proceedings.

19 Last but definitely not least, we need to
20 recognize this young lady, Ms. Tia Darden from the
21 Research Department for working tirelessly to make sure
22 our committee's work was completely seamless. And I
23 tell you what, she drives it. I love it.

24 With a keen awareness of the challenges
25 before us that we are confident in our ability to meet

1 them head on, and make a better world for our children,
2 and grandchildren, we are proud to present these
3 resolutions at this 38th Constitutional Convention.

4 Brothers and Sisters, I thank you for your
5 time.

6 (Applause)

7 PRESIDENT CURRY: With that, the Constitution
8 Committee has completed its report. They have done an
9 incredible job and deserve a round of applause.

10 (Cheers and applause)

11 PRESIDENT CURRY: The Resolutions Committee
12 is hereby discharged.

13 (Applause)

14 PRESIDENT CURRY: Delegate with the white
15 folder, black jacket, go to mic four. We will come
16 back the other direction.

17 BRIAN CURRY: Brian Curry, Local 7200,
18 Region 1, under the awesome and transparent leadership
19 of James Harris and Jason Craig.

20 I would like to make a motion to adjourn.

21 (Motion made)

22 PRESIDENT CURRY: There is a motion to
23 adjourn.

24 (Motion supported)

25 PRESIDENT CURRY: It will be out of order

1 right now because we still have a committee that's got
2 to close out. So it would be out of order right now.

3 BRIAN CURRY: Thank you.

4 PRESIDENT CURRY: Delegate at mic 6.

5 DELEGATE BRIAN SCHNECK: Mr. Chairman, Brian
6 Schneck, President, Local 259.

7 I ask to pull submitted Amendment,
8 Article 13, Section 11, number 0256, page 39.

9 PRESIDENT CURRY: And just so that everyone
10 is clear, before we consider a motion to adjourn, we
11 are not going to forget Bob has got to come back to be
12 discussed on his issue.

13 Thank you, Brother.

14 Delegate that raised the motion on number,
15 page 39, number 378.

16 DELEGATE BRIAN SCHNECK: Correction,
17 Mr. Chairman, it's 0256, page 59. It would be
18 Article 13, Section 11.

19 PRESIDENT CURRY: Okay. Proceed, Delegate.

20 DELEGATE BRIAN SCHNECK: Okay. So Local 259
21 submitted this for consideration. And we are asking
22 this body to consider it. So I would like to open
23 debate.

24 (Motion made)

25 (Motion supported)

1 PRESIDENT CURRY: Delegate, it is going to
2 require 136 to bring it up for debate, to bring it out.

3 Is there a specific point on this one? Or
4 are you talking about adoption of the entire resolution
5 being brought out?

6 DELEGATE BRIAN SCHNECK: I would like to seek
7 adoption of the entire resolution as proposed.

8 PRESIDENT CURRY: Okay. It's going to
9 require 136.

10 Auditors?

11 DELEGATE BRIAN SCHNECK: Thank you.

12 PRESIDENT CURRY: We are going to proceed
13 with a count.

14 Those in favor of bringing out resolution
15 256, please stand.

16 That's on page 59, number 0256 as submitted
17 by Local 259.

18 (Point of order)

19 PRESIDENT CURRY: Delegate in the red shirt,
20 please go to mic 8. Yes, delegate.

21 DELEGATE TIM BOYD: Tim Boyd, Local 12. We
22 are asking that the Chair or the proposer read the
23 proposed amendment, please.

24 PRESIDENT CURRY: Well, I would offer that
25 the proposer of the amendment come back to mic 6 and do

1 that and provide that information for you.

2 DELEGATE BRIAN SCHNECK: Thank you. Section,
3 Article 13, Section 11 states: The International
4 President shall be empowered to grant Local Unions or
5 Units dispensations related to initiation fees, per
6 capita tax, and/or International Union Strike & Defense
7 Fund dues, paid to the International Union, with the
8 approval of the International Executive Board, when in
9 the International President's judgment, such
10 dispensations would add to the growth of or conserve
11 the interest of this International Union.

12 The amendment would take it further, to
13 include, The exception shall be where an amalgamated
14 local meets specific servicing and organizing
15 qualifiers, such as amalgamated locals shall be granted
16 dispositions related to initiation fees, per capita
17 tax, and/or International Union Strike and Defense
18 Funds dues paid to the International Union.

19 The qualifiers shall be that an amalgamated
20 local with greater than 10 bargaining units, employees,
21 and conferences, offices and staff to perform all
22 aspects of organizing, collective bargaining, grievance
23 and arbitration handling, NLRB, DOL, and other
24 regulatory enforcement. Any amalgamated Local that
25 meets all such qualifiers shall have the course of

1 compensation packages of the Local President,
2 Secretary-Treasurer and organizers subtracted from all
3 dues income first. And, thereafter, the remaining
4 balance of such dues income shall be subject to per
5 capita tax payments due to the International Union.
6 Period. Compensation packages for officers and
7 organizers shall not exceed the compensation packages
8 of an International Representative.

9 PRESIDENT CURRY: Thank you, Delegate.

10 DELEGATE BRIAN SCHNECK: Thank you.

11 PRESIDENT CURRY: We are going to ask
12 everyone, because there was a question about it, if you
13 are in favor of that motion coming out, I need you to
14 stand.

15 And at the same time, delegate in the yellow
16 shirt, please come to mic 4.

17 Because we did not get a count. And
18 delegates on my right and your left are saying that
19 they didn't understand what they were voting on.

20 So if you are in favor of bringing that out,
21 please stand to be counted.

22 DELEGATE DANIEL GILSON, II: Dan Gilson,
23 Local 14. I would like to ask if I could do a friendly
24 amendment to this.

25 PRESIDENT CURRY: You can present it. And

1 the delegate would have to accept that.

2 DELEGATE DANIEL GILSON, II: My friendly
3 amendment --

4 PRESIDENT CURRY: We need -- we need 136 to
5 still pull it out. We need to know, until it comes
6 out, so we can't take your friendly until we know that
7 there's 136 to move it.

8 DELEGATE DANIEL GILSON, II: Okay. Thank
9 you.

10 PRESIDENT CURRY: Thank you.

11 Total is 43. There's not enough to bring it
12 out.

13 (Applause)

14 PRESIDENT CURRY: At this time, I would like
15 to call up the Chair of the Resolutions Committee.

16 (Point of order)

17 PRESIDENT CURRY: Delegate with the white
18 piece of paper, go to mic 7.

19 DELEGATE DANIEL VICENTE: Hello, Brother
20 Chair. I am Daniel Vicente, Local 644, Pottsville,
21 Pennsylvania.

22 I just want to clarify the vote that we took
23 a little while back. We did vote down the 500 strike
24 pay to 400, correct?

25 PRESIDENT CURRY: That's correct.

1 DELEGATE DANIEL VICENTE: Okay. I was super
2 confused through that whole thing. I thought we were
3 reconsidering a motion. Then it went to another
4 different reconsideration. And then you put it to a
5 vote.

6 I just want to read something. "Today's
7 increase builds upon the changes implemented by the UAW
8 International Executive Board to strengthen the hand of
9 workers at the bargaining table," says UAW President
10 Ray Curry. "UAW members have high expectations around
11 bargaining, and raising the strike pay is a statement
12 from UAW delegates that they are ready to fight for the
13 wages and working conditions that UAW members deserve,"
14 President Ray Curry.

15 And we just sent it back down to \$400.
16 That's absolute BS.

17 PRESIDENT CURRY: Delegate at number 7, you
18 are out of order.

19 Constitution Committee, please proceed.

20 Chair.

21 PRESIDENT CURRY: Point of order, pink hat,
22 mic number 6.

23 DELEGATE RACHEL PETHERBRIDGE: Thanks.

24 Rachel Petherbridge, Local 5118.

25 This is an orange hat. I know it is hard to

1 see in the back.

2 According to Robert's Rules of Order, if a
3 motion to reconsider is adopted, then the debate on the
4 previous motion, the one that was reconsidered, has to
5 reopen. And we have to vote on it again.

6 And I know that we want to make this quick,
7 but I want to vote on the record on whether or not we
8 vote down a \$500 strike pay per week.

9 (Applause)

10 PRESIDENT CURRY: So to provide some clarity
11 to the reference point that the delegate made, we will
12 now vote up or down the strike pay to \$500.

13 Under the Rules of Robert -- under the
14 Robert's Rules of Order, and the reconsideration,
15 delegate in the black shirt at mic 6.

16 DELEGATE JORDAN BARBEAU: Thank you,
17 Mr. President, Jordan Barbeau, Local 2320.

18 Procedurally, the last thing that had
19 happened before the friendly amendment resurrecting the
20 motion from yesterday that had been tabled on the
21 Strike Fund is that you had called for the floor to
22 open for debate on the reconsidered motion. So
23 procedurally, that is where we were at.

24 PRESIDENT CURRY: The reconsideration only
25 came today, Delegate.

1 DELEGATE JORDAN BARBEAU: I understand. The
2 last thing that you said before it moved to the
3 friendly amendment on a different motion, which should
4 not have been procedurally brought because there was
5 pending business on the reconsidered motion, at that
6 stage, the last thing that had happened was that you
7 called for the floor to open for debate.

8 PRESIDENT CURRY: The debate had actually
9 ended, Delegate. We were voting. Delegate, the debate
10 had actually ended. We were voting, and a number of
11 delegates had asked the question to understand what
12 that impact was, and they wanted a report from the
13 Secretary-Treasurer, and we brought the
14 Secretary-Treasurer up on that information.

15 DELEGATE JORDAN BARBEAU: At that stage, we
16 had a vote on whether or not to reconsider. And then
17 you called for the floor to open --

18 PRESIDENT CURRY: The first reconsideration
19 was today, Delegate.

20 DELEGATE JORDAN BARBEAU: Yes, today.

21 PRESIDENT CURRY: Yes.

22 DELEGATE JORDAN BARBEAU: Yes. But the vote
23 that we held --

24 PRESIDENT CURRY: Delegate, right now you are
25 out of order.

1 The delegate that previously spoke asked for
2 the reconsideration. And that brings it back right now
3 for discussion to move forward on an up or down vote.

4 DELEGATE JORDAN BARBEAU: You had called for
5 debate, and then --

6 PRESIDENT CURRY: Delegate, you are out of
7 order.

8 DELEGATE JORDAN BARBEAU: The floor needs to
9 be open for debate --

10 PRESIDENT CURRY: Delegate, you are out of
11 order.

12 Cut off mic 6.

13 Delegate with the flag here, mic 2.

14 Following this delegate speaking, we are
15 going to proceed with the up or down vote with regard
16 to the \$500 -- the \$100 increase to \$500.

17 Delegate at mic 3.

18 UNIDENTIFIED SPEAKER: I move to end debate.
19 Call the question.

20 (Motion made)

21 PRESIDENT CURRY: The question has been
22 called.

23 (Motion supported)

24 PRESIDENT CURRY: And there is support.

25 Delegate at mic 7, waving the red, white, and

1 blue folder, asking to be recognized, mic 7.

2 DELEGATE LATOYA JOHNSON: I have a question.
3 We are talking about the strike vote. I am Latoya
4 Johnson from Local 9, Region 2B.

5 A strike is a work stoppage, right?

6 Now, what about -- there is no language
7 saying, stating, or saying, making clear of a lockout.

8 In 2016, Honeywell locked 300 of our people
9 out of the building and did not allow us to work.

10 When we tried to file for Unemployment,
11 Unemployment did not acknowledge us being locked out as
12 a strike.

13 So I'm just trying to ask for clarification.

14 Is a lockout and a strike the same thing?

15 PRESIDENT CURRY: Delegate, currently under
16 the Strike & Defense Fund, we have treated lockouts and
17 strike as the same. And those benefits have been
18 provided.

19 Brother with the white folder, black jacket,
20 mic 7.

21 DELEGATE DANIEL VICENTE: Daniel Vicente,
22 Local 644.

23 I file a motion for a roll call vote on this
24 issue, because we already told our guys they were
25 getting \$500 a week. Let's put it on the record who is

1 voting which way.

2 (Motion made)

3 PRESIDENT CURRY: Roll call vote is going to
4 require 300 votes, 318 votes by the delegates.

5 Auditors.

6 (Point of order)

7 PRESIDENT CURRY: The roll call vote on the
8 motion was previously defeated. There will not be
9 another roll call vote.

10 (Applause)

11 PRESIDENT CURRY: We are voting up or down on
12 the \$100 increase at this point.

13 All in favor of the increase, signify by
14 standing.

15 (Point of order)

16 PRESIDENT CURRY: Delegate with the white
17 piece of paper, please go to mic 4.

18 DELEGATE ROBERT TURNER: Hello, Robert
19 Turner, Local 2031, Region 1D, under the leadership of
20 Steve Dawes and Assistant Director Scott Zuckschwerdt.

21 Object to the consideration of the question.

22 (Motion made)

23 PRESIDENT CURRY: Delegate, please restate.

24 DELEGATE ROBERT TURNER: Objection to the
25 consideration of the question.

1 PRESIDENT CURRY: Delegate, we are voting.
2 Thank you.
3 That would require two-thirds for your
4 objection to be sustained.
5 Is there support?
6 (Motion supported)
7 PRESIDENT CURRY: Delegate, mic 3.
8 DELEGATE KEITH CROWELL: Good afternoon.
9 Keith Crowell, Local 276, Region 8.
10 Just for my mind, what are we doing?
11 (Laughter)
12 PRESIDENT CURRY: Delegate, we are voting on
13 the resolution to increase the strike pay to \$500.
14 This is an up or down vote.
15 DELEGATE KEITH CROWELL: Okay. One more time
16 for my mind. Did we just vote?
17 PRESIDENT CURRY: We just voted on a
18 reconsideration under Robert's Rules. The Delegate for
19 Region 9A asked that we readdress, because the
20 reconsideration, moved it, and it brought it back to
21 the original resolution for a vote.
22 DELEGATE KEITH CROWELL: Back to the
23 delegation, right?
24 PRESIDENT CURRY: Thank you, Delegate.
25 Delegate at mic number 6 in the black shirt.

1 DELEGATE JORDAN BARBEAU: Thank you,
2 Mr. President. Jordan Barbeau, Local 2320.

3 I hate to be a stickler about procedure, but
4 that is how it's supposed to work.

5 The motion had been to call the question and
6 close debate.

7 PRESIDENT CURRY: The question has been
8 called and debate has been closed, Delegate.

9 DELEGATE JORDAN BARBEAU: We did not vote on
10 ending debate. We have to vote on ending debate.

11 Ask the parliamentarian. We have to vote on
12 ending debate.

13 (Motion made)

14 PRESIDENT CURRY: The question has been
15 called on ending debate.

16 Is there support?

17 (Motion supported)

18 PRESIDENT CURRY: All in favor, signify by
19 saying aye.

20 Any opposed, signify by saying nay.

21 (Motion carried)

22 PRESIDENT CURRY: Delegate at mic 6, debate
23 has been ended.

24 (Applause)

25 PRESIDENT CURRY: We are now going to proceed

1 to the vote up or down on the increase on the strike
2 pay.

3 All in favor of increasing the strike pay,
4 please stand.

5 Delegate in the red shirt, please go to
6 mic 8.

7 DELEGATE TIM BOYD: Thank you, Mr. Chairman.
8 Tim Boyd, Local 12.

9 Correct me if I am wrong, we did a roll call
10 vote on the reconsideration of whether or not we were
11 going to bring this back.

12 But yet we did not do a roll call vote for
13 this current one.

14 PRESIDENT CURRY: Delegate, the
15 reconsideration brought us back to the original vote up
16 or down on the increase.

17 DELEGATE TIME BOYD: Correct. And that's
18 what we did, a roll call vote for that.

19 So I'm asking that we do a roll call vote for
20 this vote. Those are two separate votes.

21 PRESIDENT CURRY: Delegate, the roll call
22 vote would require 316. And we have already exercised
23 the fact that there will not be another roll call vote.
24 The roll call vote took place under consideration. You
25 are out of order.

1 (Applause)

2 PRESIDENT CURRY: So, again, we will be
3 voting up or down on the increase.

4 Delegate in favor of the increase, please
5 stand.

6 Delegates, again please stand.

7 Delegate with the white piece of paper, black
8 shirt, please go to mic 5.

9 DELEGATE ROBERT HOLT: Rob Holt, Local 1268.

10 I just have a question for the financial
11 secretary. He gave us the numbers on the impact of the
12 GM strike.

13 If I am not mistaken, it was only a hit to
14 the Strike Fund by 1 percent by that company being out
15 for 40 days. And that wasn't including the insurance.

16 PRESIDENT CURRY: That is correct.

17 DELEGATE ROBERT HOLT: Okay. A 40-day
18 impact, 40-day impact was a 1 percent impact on a
19 \$756 billion -- I'm sorry -- million dollar fund,
20 1 percent.

21 (Applause)

22 DELEGATE ROBERT HOLT: Brothers and Sisters,
23 y'all done lost your minds.

24 PRESIDENT CURRY: Vote count is 434 against.
25 163 in favor.

1 Resolution is defeated.

2 I will now call up the Chair of the
3 Constitution Committee, Aaron Shinaul, for a final
4 report.

5 Delegate in the black jacket, please go to
6 mic 8.

7 DELEGATE WILLIAM GUINAN: Chairman.

8 PRESIDENT CURRY: Yes.

9 DELEGATE WILLIAM GUINAN: I have been to a
10 hell of a lot of union meetings. This is a hell of a
11 one.

12 But I have got one question. I'm just a
13 little confused.

14 PRESIDENT CURRY: Please state your name and
15 Local number.

16 DELEGATE WILLIAM GUINAN: Bill Guinan,
17 Local 685.

18 PRESIDENT CURRY: Thank you.

19 DELEGATE WILLIAM GUINAN: When we accepted
20 all the resolutions and the proposals and the package
21 deal, we didn't change the 400 on day one, did we?
22 Remember we did that, remember 400 strike pay on day
23 one?

24 PRESIDENT CURRY: That resolution has been
25 defeated. It was part of that resolution.

1 DELEGATE WILLIAM GUINAN: That's before the
2 500.

3 PRESIDENT CURRY: That has been defeated.

4 UNIDENTIFIED SPEAKER: No, it wasn't.

5 PRESIDENT CURRY: It was part of that
6 resolution.

7 DELEGATE WILLIAM GUINAN: Good job.
8 Excellent job. Over \$20 a day we just shut it down.
9 The Brother just brought the figures up there. Good
10 job. Take that back to your locals.

11 PRESIDENT CURRY: Delegate in the yellow
12 shirt, please go to mic 4.

13 DELEGATE DANIEL GILSON, II: Dan Gilson,
14 Local 14.

15 PRESIDENT CURRY: Brother, please stand by,
16 mic 4.

17 Point of clarity from the
18 Secretary-Treasurer. That amount was actually
19 10 percent of the Strike Fund. The GM strike cost
20 \$79 million. The impact of the \$100 was an additional
21 \$29 million, that had been out for the exact same time.
22 That also did not include healthcare. So it was
23 10 percent, not 1 percent.

24 Delegate at mic 4.

25 DELEGATE DANIEL GILSON, II: Thank you for

1 recognizing me. Dan Gilson, Local 14, Region 2B.

2 We submitted a couple of resolutions that
3 never made it to the floor. And I want you to know I
4 did my due diligence. I met with people from the
5 Resolution Committee. And I also met with some people
6 from the other committee that we have.

7 I asked the question of why these didn't get
8 submitted. Nobody could clarify it, because they
9 thought it was part of the rules or part of the other
10 things.

11 But this to me is so important that I want to
12 roll it into one, because I know everybody wants to
13 leave, and I know we are all frustrated. But we are
14 still here to do our job.

15 What we have asked for is a Treasury Report
16 from the International monthly that is available to the
17 membership upon request.

18 Right now --

19 PRESIDENT CURRY: If that is a submitted
20 resolution, Delegate, please identify the page and the
21 number submitted on the resolution.

22 DELEGATE DANIEL GILSON, II: It is not
23 submitted in the book.

24 PRESIDENT CURRY: Delegate, then you are out
25 of order.

1 Chairman of the Constitution Committee,
2 Chair, Aaron Shinaul, please come forward.

3 CONSTITUTION COMMITTEE CHAIR AARON SHINAUL:
4 The Constitution Committee moves that the International
5 Executive Board be given authority to make any editing
6 or other mechanical changes needed to update the 2022
7 Constitution to bring its details into line with what
8 the Constitution has voted.

9 Thank you.

10 (Motion made)

11 PRESIDENT CURRY: You have heard the report
12 of the Constitution Committee.

13 Is there support?

14 (Motion supported)

15 All in favor, signify by saying aye.

16 Opposed, signify by saying nay.

17 The ayes have it, and the motion is carried.

18 (Motion carried)

19 PRESIDENT CURRY: The Constitution Committee
20 has completed its report. They have done an incredible
21 job and deserve a round of applause.

22 (Cheers and applause)

23 PRESIDENT CURRY: I now officially discharge
24 the Constitutional Committee.

25 Now we are going to go to Region 9A to

1 recognize the motion for recouping funds of convicted
2 leaders.

3 Brother, please go to the microphone, at
4 mic 6.

5 (Point of order)

6 PRESIDENT CURRY: Region 9, correction. Mic
7 6 still.

8 Delegate with the pink paper, please come to
9 mic 2 to be recognized. Salmon paper, green shirt.

10 UNIDENTIFIED SPEAKER: Who is up?

11 UNIDENTIFIED SPEAKER: You are.

12 UNIDENTIFIED SPEAKER: Okay. I wasn't sure.
13 There is a lot of --

14 PRESIDENT CURRY: Delegate at mic 6, stand
15 by.

16 Go ahead, delegate at mic 2.

17 DELEGATE KATIE DEATHERAGE: Thank you. Katie
18 Deatherage, Local 2250.

19 The question I'm going back to, the day one
20 strike pay. You just said that it was removed. I
21 understand it's a separate issue. I have been yelling
22 point of information for quite some time.

23 On July 27th, Resolution 0373 was pulled out
24 and passed for \$500 and day one strike pay.

25 So that still stands, correct, on the first

1 resolution that was passed on day one?

2 PRESIDENT CURRY: Resolution 0373, day one,
3 at 400, was affirmed by the delegates.

4 (Applause)

5 DELEGATE KATIE DEATHERAGE: Thank you.

6 PRESIDENT CURRY: Thank you, Delegate.

7 Going to mic 6, to the delegate from
8 Region 9.

9 DELEGATE ROBERT REYNOLDS: Oh, that's me.

10 You know, Bob Reynolds, Local 897, under the
11 great leadership of Jeff Binz, who is retiring, my
12 President Pat Radtke.

13 But I will tell you what, this has been a lot
14 of fun for an old retiree who's been out 15 years. And
15 I have enjoyed it.

16 Robert's Rules is a tough thing to do. It
17 really is. You got to do it, though, because you have
18 got this big audience.

19 So do I have to reread my motion,
20 Mr. Chairman?

21 PRESIDENT CURRY: Bob, just for clarity for
22 the room, the delegates would like you to read the
23 motion again.

24 DELEGATE ROBERT REYNOLDS: Thank you, sir. I
25 appreciate that.

1 And I am doing this just from memory so
2 that's a little scary here.

3 I stand and move that our International
4 Executive Board and our legal agencies seek either
5 civil or court avenues to recover fees related to the
6 Consent Decree's activities.

7 This is a motion from the delegates giving
8 instructions to our Executive Board and the legal
9 community to do what they can, to have full power to go
10 after the guys that caused the commotion in our union,
11 and set an extreme example of recovering the
12 \$12 million we spent on this already.

13 Thank you.

14 (Motion made)

15 PRESIDENT CURRY: Is there support?

16 (Motion supported)

17 PRESIDENT CURRY: We will now move to debate.

18 Hearing support, we are going to go to
19 Region 1, delegate for and a delegate against.

20 Must stay in your seat to be recognized.

21 Region 1, delegate with the green card,
22 please go to mic 3, green shirt, blue card.

23 DELEGATE JOHN WEYER: John Weyer, 869.

24 I call for the question.

25 (Motion made)

1 PRESIDENT CURRY: Question has been called
2 for.

3 Is there a support to end debate?

4 (Motion supported)

5 PRESIDENT CURRY: All in favor of ending
6 debate, signify by saying aye.

7 Any opposed?

8 Ayes have it.

9 And is so carried.

10 (Motion carried)

11 PRESIDENT CURRY: So we are going back to the
12 initial vote at this point for a vote up or down based
13 on the request of the motion.

14 Point of information, green and white shirt,
15 white paper, mic 3.

16 Mic 7, delegate.

17 DELEGATE WILLIAM BAGWELL, JR.: My name is
18 Bill Bagwell, Local 174.

19 I would like to make a friendly amendment to
20 this motion, that we not only go after the money that
21 it cost us for the Monitor, but also the actual money
22 that was taken.

23 PRESIDENT CURRY: That remaining amount right
24 now, Bill, is \$1.1 million remains. \$132,000 was
25 already repaid by Dennis Williams, meeting his full

1 restitution. But 1.1 million is outstanding.

2 DELEGATE WILLIAM BAGWELL, JR.: Okay. But we
3 are scheduled to get that back?

4 PRESIDENT CURRY: We are proceeding with the
5 Courts to seek that restitution.

6 DELEGATE WILLIAM BAGWELL, JR.: Okay. I
7 remove my amendment then.

8 PRESIDENT CURRY: Thank you.

9 Brother at mic number 6, Bob.

10 DELEGATE ROBERT REYNOLDS: Mr. Chairman, I
11 just want to speak on the motion, as a right, since I
12 brought it up.

13 PRESIDENT CURRY: You moved the motion. You
14 have a right to speak on the motion. Go ahead.

15 DELEGATE ROBERT REYNOLDS: I just want to say
16 one thing. This is very important for this union right
17 now to come out of here and show that if you do
18 something wrong, you are not going to just walk away
19 with the penalties. We need to go after retribution,
20 to say, we can't hang you. I would love to hang you
21 Brothers out there that did this to us, because that's
22 wrong. You have to live with your ethic.

23 But please understand we need to go after
24 this to set them as an example. We hold the high
25 standard in the UAW. I have been a UAW member since I

1 was 18 years old. I am 68 years old now. My father's
2 91. He has been in the UAW his whole life out there.
3 We cannot give up this union. We can fight. We can do
4 things. But right now, we are the UAW. Stand proud.
5 And let's go get 'em.

6 (Cheers and applause)

7 PRESIDENT CURRY: All right. We are going to
8 go back to the initial vote.

9 All in favor, signify by saying aye.

10 Opposed, nay.

11 The ayes have it. And the motion is carried.

12 (Motion carried)

13 PRESIDENT CURRY: Delegate with the black
14 shirt, white paper, mic 7.

15 DELEGATE WILLIAM WOOD: My name is Andy Wood,
16 Local 5285.

17 I make a motion that we adjourn.

18 (Motion made)

19 PRESIDENT CURRY: There's a motion to
20 adjourn.

21 Is there support?

22 (Motion supported)

23 PRESIDENT CURRY: All in favor signify by
24 saying aye.

25 Opposed, nay.

1 The ayes have it, and we are so adjourned.

2 (Motion carried)

3 (Convention adjourned at 4:55p.m.)

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