



38th Special Bargaining Convention

**Detroit, Michigan
March 27-29, 2023**

Monday
March 27, 2023

Convention
03/27/2023

1 UAW 38th Special Bargaining Convention
2 Huntington Place
3 Detroit, Michigan
4 March 27, 2023
5 Day 1

6

7 (Recorded voice introducing IEB and calling up
8 Director Dickerson.)

9

10 Brothers and Sisters, please be seated.

11 Your UAW International Executive Board:

12 Region 1 Director, LaShawn English.

13 (Applause)

14 Region 1D Director, Laura Dickerson.

15 (Applause)

16 Region 1D, Director, Steve Dawes.

17 (Applause)

18 Region 2B Director, David Green.

19 (Applause)

20 Region 4 Director, Brandon Campbell.

21 (Applause)

22 Region 6 Director, Mike Miller.

23 (Applause)

24 Region 8 Director, Tim Smith.

25 (Applause)

1 Region 9 Director, Daniel Vicente.

2 (Applause)

3 Region 9A Director, Brandon Mancilla.

4 (Applause)

5 Vice President Chuck Browning.

6 (Applause)

7 Vice President Mike Booth.

8 (Applause)

9 Vice President Rich Boyer.

10 (Applause)

11 Secretary-Treasurer Margaret Mock.

12 (Applause)

13 President Shawn Fain.

14 (Applause)

15 Your UAW International Executive Board.

16 Please welcome UAW Region 1A Director Laura

17 Dickerson.

18 (Applause)

19 DIRECTOR DICKERSON: Good afternoon. And
20 welcome to the 2023 Special Bargaining Convention of
21 the International Union, Automobile, Aerospace and
22 Agricultural Implement Workers of America, UAW.

23 It is called to order at 12:00 p.m. on
24 Monday, March 27, 2023, at Huntington Place, here in
25 Detroit, Michigan.

1 My name is Laura Dickerson. And I am the
2 Director of UAW Region 1A.

3 Please give your attention to the screens as
4 we watch a video so we can convene safely this week.

5 Roll video.

6 (Video played)

7 DIRECTOR DICKERSON: We are gathering this
8 week in Detroit, a city that is part of both Regions 1
9 and 1A.

10 It is a city that has a close historic tie to
11 our great union. And as our great union grew, so has
12 this city.

13 I would now like to call up my friend and our
14 sister, the Director of Region 1, LaShawn English.

15 (Applause)

16 DIRECTOR ENGLISH: Thank you, Sister Laura
17 Dickerson.

18 And welcome, delegates, to the 2023 Special
19 Bargaining Convention.

20 I would like to call up Helene Walker for the
21 purpose of an invocation.

22 Pastor Helene is a UAW retiree from Local
23 600; had worked at Ford Dearborn Engine Plant.

24 Prior to that, she worked as a paralegal, in
25 Legal Aid & Defender Association of Detroit, for 15

1 years.

2 She was the founding pastor of Realistic
3 Ministry Church.

4 As a UAW member, she served as a chaplain for
5 UAW Ford Department, Local 600.

6 And was also on a UAW Region 1A Chaplaincy
7 Council.

8 Her spiritual mission is to always be a
9 person of integrity, to be obedient upon God, to love
10 people, to make disciples, as we were commissioned to
11 do in Matthew 28, verse 19-20.

12 Please welcome Pastor Helene Walker.

13 (Applause)

14 PASTOR HELENE WALKER: Let us pray.

15 Lord, you have joined us together as a
16 unified body in solidarity.

17 We thank you for bringing us thus far on this
18 worthwhile journey.

19 We appreciate all that you have done for us
20 down through the years.

21 We stand before you ready to fight for
22 justice, as it is our righteous duty.

23 We stand before you as a diverse body, but
24 serving as one voice.

25 We stand united to serve all people in our

1 union, and in our communities.

2 It is our heartfelt pleasure to serve and to
3 aid people that are in need.

4 We are grateful to continue servicing the
5 people with your wisdom and your guidance and your
6 strength.

7 Almighty God, this is our prayer that we
8 render to you. Solidarity forever. Solidarity
9 forever. Amen. Amen.

10 (Applause)

11 DIRECTOR ENGLISH: Thank you, Sister Pastor
12 Walker.

13 It fills me with great pride to introduce the
14 Region 1 and the Region 1A Color Guard.

15 Please remove your nonreligious hats, and
16 everyone rise for a presentation of color, the singing
17 of the National Anthem, followed by the Pledge of
18 Allegiance, and a moment of silence.

19 As the hosting nation, we will sing the U.S.
20 National Anthem last.

21 Please remain standing until the color guards
22 have left the hall.

23 Captain of the color guard, please advance
24 the colors.

25 (Color guard ceremony)

1 (Applause)

2 DIRECTOR ENGLISH: We will now say the Pledge
3 of Allegiance.

4 (Pledge of Allegiance recited)

5 DIRECTOR ENGLISH: We would like to give a
6 moment of silence, so please give a moment of silence.

7 (Continuation of the color guard ceremony)

8 (Applause)

9 DIRECTOR ENGLISH: Thank you for the color
10 guard.

11 And now I would like to call up back my
12 friend and my mentor, Director of 1A, Laura Dickerson,
13 for the purpose of introduction.

14 (Applause)

15 DIRECTOR DICKERSON: Thank you, Director
16 English.

17 It is a tradition of our conventions to
18 remember our former leaders who have passed since we
19 last gathered.

20 We read their names into our record so that
21 we may never forget them.

22 Ken Terry, Region 1 Director.

23 And Phil Wheeler, Region 9A Director.

24 Please direct your attention to the screen.

25 (Video played)

1 (Applause)

2 DIRECTOR DICKERSON: Thank you.

3 Mayor Mike Duggan could not join us today.

4 But he did send this message, which he asked us to

5 share with you.

6 Roll video.

7 (Video played)

8 (Applause)

9 DIRECTOR DICKERSON: I now call up UAW
10 Secretary-Treasurer Margaret Mock.

11 SECRETARY-TREASURER MOCK: Thank you,
12 Director Dickerson.

13 And welcome, delegates to the 2023 Special
14 Bargaining Convention.

15 You have met the International Executive
16 Board at the opening of our program.

17 It is also an honor to introduce those
18 retired IEB members who have joined us here today.

19 Please hold your applause until the end.

20 President Emeritus Bob King.

21 Retired Vice President Gerald Bantom.

22 Retired Vice President Gerald Kariem.

23 (Applause)

24 SECRETARY-TREASURER MOCK: Okay.

25 I would also like to introduce our great

1 Retired Workers Advisory Council here in attendance
2 this week.

3 Any slides? Oh, there they are. Please
4 stand.

5 (Slide presentation presented)

6 (Applause)

7 We can do better than that for them. Come on
8 now.

9 (Cheers and applause)

10 SECRETARY-TREASURER MOCK: And their names
11 are Mark Wunderlin.

12 Oh, I am sorry. Trustees.

13 It is now my honor to introduce our
14 International Trustees, Mike Wunderlin, Emilio Ramirez,
15 Dana Davidson.

16 (Applause)

17 SECRETARY-TREASURER MOCK: Our convention
18 parliamentarian is Mike Taliercio.

19 (Applause)

20 SECRETARY-TREASURER MOCK: It is now my
21 pleasure to introduce today's timekeepers.

22 Renard Duvall, from Local 3047, in Region 8.

23 Beverly Fryman, from Local 3064, in Region 8.

24 We must now read the call letter into the
25 record of this meeting. All locals have received a

1 copy of the call convention, or the convention call.

2 I can either read it for you, or I will
3 accept a motion to place the call on record as though
4 read.

5 So, do I hear a motion to place the call on
6 record as if it was read?

7 (Motion made)

8 SECRETARY-TREASURER MOCK: Is there support?

9 (Motion supported)

10 SECRETARY-TREASURER MOCK: Okay. I hear the
11 support.

12 Any discussion?

13 SECRETARY-TREASURER MOCK: All right. Seeing
14 no debate, all those in favor, signify by saying aye.

15 All those opposed, say nay.

16 The motion carries.

17 (Motion carries)

18 SECRETARY-TREASURER MOCK: I now call upon
19 the chairperson of the Credentials Committee, Jerry
20 Rickert, from Region 1, Local 400, to introduce the
21 Credentials Committee and present their first report.

22 (Applause)

23 CHAIRPERSON RICKERT: Thank you, President
24 Fain, Secretary-Treasurer Margaret Mock, officers, and
25 other members of the International Executive Board, all

1 delegates and guests of the 2023 Special Bargaining
2 Convention of the International, UAW.

3 Good morning. My name is Jeremy Rickert from
4 Local 400, Region 1, of the great state of Michigan.

5 Thank you.

6 (Applause)

7 CHAIRPERSON RICKERT: Go blue.

8 Under the direction of Regional Director
9 LaShawn English and Assistant Director Ray Pecoraro.

10 I am the Chairman of your Credentials
11 Committee.

12 Before I begin with my report, I would like
13 to introduce you to the rest of your Credentials
14 Committee:

15 Kim Cook-Bell from Local 2250, Region 4,
16 Recording Secretary.

17 Alex Goodwin, Local 898, Region 1 -- 1A.
18 Sorry.

19 Joe Padilla from Local 887, Region 6.

20 Batavian Wicks, from Local 869, Region 1.

21 Jason Wells, from Local 2000, Region 2B.

22 Josh Fisher, Local 1649, Region 8.

23 Kim Janeski from Local 931, Region 1A.

24 Mike Blanchard from Local 475, Region 1D.

25 Teresa McGinnis from Local 1811, Region 1D.

1 (Applause)

2 CHAIRPERSON RICKERT: And last but not least,
3 Cathleen Rayner, from Local 7770, Region 9A.

4 (Applause)

5 CHAIRPERSON RICKERT: Your Credentials
6 Committee consists of 11 delegates.

7 Brothers and Sisters, all delegates are
8 reminded of Article 4, Section 9, of the International
9 Constitution, that at a Convention of the International
10 Union, a necessary qualification of all delegates is in
11 the possession and wearing of at least three union-made
12 garments.

13 We held our first meeting in Detroit this
14 past week, Detroit, Michigan, this past Monday. Sorry.
15 It is not moving.

16 At this time there are zero appeals to report
17 to the Convention Delegates.

18 Article 8, Section 4 of the International
19 Constitution defines the delegates to the Special
20 Conventions will be. The delegates from each Local
21 Union who have been elected to the preceding
22 Constitutional Convention shall serve as delegates to
23 the Special Convention.

24 Each Local Union shall carry the same total
25 vote carried at the 38th Constitutional Convention.

1 The Local Union President and Bargaining Negotiating
2 Committee Chair, if not elected delegates, may by Local
3 Union membership action be made special delegates to
4 this convention with voice but without any vote.

5 In units of amalgamated local unions with a
6 membership in excess of a thousand, the Union Chair may
7 by union membership action be made a special delegate.

8 Credentials for the delegates and alternates
9 were sent to the Financial Secretary of each Local
10 Union having represented the 38th Constitutional
11 Convention.

12 In addition, a sufficient number of
13 credentials for special delegates were also sent with
14 this mailing. Local unions were given the option to
15 receive and submit credentials electronically through
16 Local Union information system. Credentials were also
17 sent out to the delegates of the International Retired
18 Workers Advisory Council.

19 Lastly. Local unions that were not entitled
20 to representation at the 38th Constitutional
21 Convention, or not being chartered sufficiently in
22 advance of that convention, have been given
23 representation at this convention based on the
24 provision of Article 8, Section 12 of the International
25 Constitution.

1 The Credentials Committee prepared a rollcall
2 for this Special Convention according to the records of
3 the International Secretary Treasurer's Office.

4 The rollcall lists the Local unions in a
5 numerical order of those which are entitled to
6 delegates.

7 The foundation for this rollcall report
8 begins with the 38th Constitutional Convention official
9 rollcall.

10 Changes were made to this rollcall upon
11 confirmation and receipt of said changes from Local
12 unions.

13 For example, these changes include
14 replacements of delegates with alternate delegates,
15 redistribution of votes, addition of Local Union where
16 information on the delegates were not available, and
17 any other correction deemed necessary.

18 As in previous conventions, in order to
19 conserve convention expenses, a rollcall has not been
20 printed and distributed to this convention floor.

21 However, if any delegate may contact the
22 Credentials Committee, if he or she has any questions
23 regarding the content of the rollcall, or go to the
24 registration area in the foyer out front of this
25 convention.

1 The official rollcall reflecting all the
2 delegates and voting strength of all the Local unions,
3 as well as the Retired Workers Advisory Council, is
4 maintained throughout this convention's proceedings.

5 Currently your Credential Committee is
6 continuing to register local union delegates and is
7 prepared to register delegates for the duration of this
8 convention.

9 A total of 546 Local unions were sent
10 credentials based on their representation to the
11 Constitution Convention. Therefore, having a potential
12 of 1,172 delegates, and 10 Retired Workers Advisory
13 Councils. As of 11:40 this morning, there are 635
14 delegates registered, 131 alternate delegates, and 64
15 special delegates.

16 In addition, 10 Retired Worker Advisory
17 Delegates have been registered. There are 239 local
18 unions represented by these delegates. The total
19 voting strength of this convention is 2,828 votes.

20 Any protest of the conduct of this, of the
21 campaigns or any matters said to effect relevant
22 elections may have been filed with the Credentials
23 Committee which has exclusive jurisdiction. Under
24 Article 8, Section 17E of the UAW International
25 Constitution, the Credentials Committee has full

1 authority to receive delegate election protests,
2 evaluate them, report its findings and recommendations
3 to the full convention.

4 The convention itself is the final authority.
5 And so makes the final disposition of all election
6 protests.

7 As reported earlier, there were no appeal
8 protests to report to this convention. Adoption of
9 this report by the convention immediately closes all
10 possible protests or questions concerning the election
11 of delegates. No further protests or appeals exist or
12 are possible under the UAW International Constitution.
13 Neither the International Executive Board, nor any
14 officers, have the authority to entertain any election
15 protests.

16 Any election issues which might have been
17 presented to the Credentials Committee or this
18 convention, but was not, is completely barred at this
19 point regardless of the excuse.

20 In closing, on behalf of your Credentials
21 Committee, we would like to thank the President's
22 Office and the Secretary-Treasurer's office and their
23 staff and clerical for all their assistance.

24 We would also like to thank all the delegates
25 to this convention. And I would like to thank your

1 Credentials Committee. Let's give them a round of
2 applause, please.

3 (Applause)

4 CHAIRPERSON RICKERT: Brother President Fain,
5 Brother and Sister delegates, on behalf of your
6 Credentials Committee, I move for adoption of this
7 report. Thank you.

8 (Motion made)

9 (Motion supported)

10 SECRETARY-TREASURER MOCK: Okay. So it has
11 been moved and supported.

12 All in favor?

13 All opposed?

14 Any discussion?

15 Hearing none, all those in favor of
16 adopting -- oh, we have done that part. Sorry.

17 All those in favor, let's do it again, all
18 those in favor of adopting the report of the
19 Credentials Committee, signify by saying aye.

20 All those opposed, signify by saying nay.

21 The motion has been made. And it carries.

22 Thank you.

23 (Motion carried)

24 (Applause)

25 SECRETARY-TREASURER MOCK: Thank you,

1 Chairperson Rickert.

2 I will now like to call up the chairperson of
3 the Rules Committee, Clarence Brown, from Region 4,
4 Local 31, to introduce the Rules Committee and present
5 their report.

6 DELEGATE CLARENCE BROWN: Good morning.

7 We barely getting through it. But we going
8 to get through it. We're on a tight schedule. You
9 know, they say I can't say too much. But I'm going to
10 say something.

11 Thank God, he brought us all here safe and
12 sound.

13 (Applause)

14 DELEGATE CLARENCE BROWN: It is an honor and
15 a privilege to be with so many of my UAW leaders.

16 I thank you, Chairperson. My name is
17 Clarence Brown, from UAW, the great UAW, Local 31,
18 Region Number 4. I am your chairperson of the 2023
19 Rules Committee.

20 Chairperson, Officers, International
21 Executive Board Members, distinguished guests, sisters
22 and brothers to this UAW special convention, assembled
23 in Detroit, Michigan, this 27th day of March of '23,
24 we, the Rules Committee, designated by the
25 International Executive Board of the UAW, we met in

1 official session at the Huntington Place on Sunday,
2 March 26, 2023, to formulate what we collectively
3 believe to be necessary and pertinent rules for this
4 Special Convention.

5 At this time, I would like to introduce to
6 you the members of the Rules Committee.

7 I am Clarence Brown, CB, as you well know. I
8 am from Region 4, where the great Brandon Campbell is
9 the Regional Director. And Lucas DeSpain is the
10 Assistant Director.

11 Miya Williamson, from Local 6000, Region 1A,
12 is the Recording Secretary for the committee.

13 Derrick Jackson from Local 2500, Region 1.

14 Amy Castanon from Local 2256, Region 1D.

15 Latoya Johnson, from Local 9, Region 2B.

16 Zachary J. Olson, from Local 79, Region 4.

17 Marcus Sheckles from Local 862, Region 8.

18 Brian Wiggins from Local 2367, Region 9.

19 Irvin Berrios, cochair from Local 712,
20 Region 9A.

21 The Rules Committee, which your committee
22 drafted, are about to present for this Special
23 Bargaining Convention, except for the dates and times
24 schedule, are the same rules which have been presented
25 over the years at the Special Bargaining Conventions.

1 This committee believes that these rules as
2 updated will satisfy the agenda and action to be taken
3 at this Special Convention.

4 Your committee is elated to have been
5 designated to serve, and unanimously, and I say
6 unanimously recommend the following convention
7 procedures and rules.

8 Convention procedure:

- 9 1. Call to order.
- 10 2. The Secretary-Treasurer shall read the
11 convention call. And after each session shall make all
12 announcements and read communications before
13 adjournment.
- 14 3. Reports of the Credential Committee.
- 15 4. Reports of the Rules Committee.
- 16 5. Reports of all other committees, partial
17 or completed.
- 18 6. Completion of all convention business.
- 19 7. Adjournment.

20 Convention rules:

- 21 1. Roberts Rules of Order. The revised
22 Roberts Rules of Order shall be the guide on all
23 matters going out of this Convention not herein
24 provided.
- 25 2. Time schedule daily. The convention

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

3 Monday, March 27, 11:00 a.m. until recess.

4 Tuesday, March 28, 9:00 a.m., until recess.

5 Wednesday, March 29, 9:00 a.m. until
6 adjournment.

7 3. Night sessions.

8 A night session of the convention shall be
9 held on any day on which action is passed by a majority
10 of the regular delegates present to hold a night
11 session.

12 The convention shall determine the time to
13 convene and recess night sessions.

14 4. Recognition to speak. Important. A
15 delegate desiring the floor must remain at his or her
16 assigned seat until recognized by the chairperson.

17 B. Any delegate recognized by the
18 chairperson must state his or her name and Local Union
19 number before speaking. Important.

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

24 D. A delegate, regular or special,
25 International officer and/or International

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

6 Note: The above limitation on debate does
7 not include submitting of reports by officers,
8 department heads, and members of the convention
9 committees.

10 E. No delegate, regular or special,
11 International officer and/or International
12 Representative shall be allowed to speak twice,
13 important, on any issue until all who are desirous of
14 speaking have had a chance to speak.

15 F. Special delegates will be permitted on
16 the floor of the convention and will be allowed to
17 speak when recognized by the chairperson, but will
18 not -- and I say will not -- be permitted to vote.

19 5. Motions and amendments.

20 A. A motion shall not be open for discussion
21 until the motion has been duly accepted by the
22 chairperson.

23 B. The chairperson shall clearly repeat to
24 the convention all motions and amendments duly made and
25 seconded. And thereafter, the motion or amendment

1 shall be subject to debate.

2 The chairperson shall again repeat the motion
3 or amendment immediately prior to the vote thereon.

4 C. No motion or resolution shall be voted
5 upon until the mover or introducer has made an
6 opportunity to -- has had an opportunity to speak on
7 the motion or resolution if he or she so desires.

8 6. Timekeepers: Two timekeepers shall be
9 appointed by the chairperson at the opening of each
10 session.

11 Committee reports, number 7. Reports of
12 committees shall be subject to concur or non-concur
13 from the floor.

14 In case the recommendations of the committee
15 is voted down, it shall be referred back to the
16 committee, which shall amend its reports in accordance
17 with the intent and decisions of the convention, and
18 shall bring back its amendment report at the time this
19 is decided upon by the majority of the regular
20 delegates present.

21 Should the amendment report of the committee
22 prove unsatisfactory to the convention, then such
23 report shall be subject neither to rejection or to any
24 amendments or substitutions decided on by the majority
25 of the regular delegates present.

1 I want to repeat that. Because I don't think
2 I said that right.

3 The convention then should report, then shall
4 report, shall be subject either to rejection or to any
5 amendments or substitutions decided on by the majority
6 of the regular delegates present.

7 Number 8. Majority and minority reports.

8 Whenever there is a majority and minority
9 division on a committee, both the majority and minority
10 shall be entitled to report to the convention.

11 Thereafter, the chairperson shall entertain
12 debate on both reports at the same time. Recognizing
13 alternate debate on minority and majority reports, and
14 anyone wishing to speak against both reports shall be
15 in order.

16 The votes of concur or nonconcurrence shall
17 be put first, on the minority list, on the minority
18 report. And second, on the minority report.

19 All committee reports shall be restricted to
20 the minority and majority report.

21 Number 9. Resolutions. Resolutions
22 submitted by Local unions shall be reported out of
23 committee as the first order of business in their next
24 report when requested by 98 regular delegates.

25 The Chairperson will ask for a show of hands

1 when requested.

2 10. Closing debate. It shall require at
3 least 33 regular delegates to move the previous
4 question.

5 11. Rollcall vote. It shall be required at
6 least 228 regular delegates to move a rollcall vote on
7 any question.

8 B. When a rollcall vote has been stated, no
9 adjournment shall take place until the vote is
10 completed.

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

15 12. Sergeant-at-arms. The sergeant-at-arms
16 shall at all times keep proper check on delegates, and
17 guests, see that they are seated in their proper
18 places. And that order is maintained.

19 13. Appeals. A regular delegate desire to
20 appeal from the decision of the chairperson must be
21 recognized for the purpose of such appeal before any
22 other delegates are recognized for any other purpose.

23 14. Seating of delegates. Once a delegate
24 is seated by the convention, he or she becomes the
25 property of the convention, and only a majority vote of

1 the convention regular delegates can he or she be
2 removed as such.

3 Voting. Except on rollcall votes, all voting
4 shall be by voice or show of hands. But the
5 chairperson of the convention may call for standing
6 vote when in doubt.

7 16. Alternate delegates. Alternate
8 delegates will be permitted on the convention floor
9 only after having been seated by the convention upon
10 recommendation of the Credentials Committee only.

11 D. Alternate delegates from the unit group
12 shall be the only ones to replace the regular delegates
13 from that unit.

14 If no duly elected alternate has been elected
15 from that unit, or the number of alternates from a unit
16 has been exhausted, an alternate from the Local Union
17 may replace such delegate.

18 17. Convention quorum. 25 percent of the
19 delegates shall constitute a convention quorum, which
20 is 163 as of today's attendance. This number can
21 change as tomorrow.

22 18. Guest speakers. Guest speakers invited
23 either by the International Executive Board or the
24 convention shall be introduced at their convenience by
25 the chairperson; provided, however, that no speaker on

1 the floor shall be interrupted.

2 19. Amendment or suspension of rules. These
3 rules may be amended or suspended by only a two-third
4 vote of the regular delegates present.

5 Sister Mock, Brother Chairman, on behalf of
6 the Rules Committee, I move for the adoption of these
7 rules as read in this report.

8 (Motion made)

9 DELEGATE CLARENCE BROWN: Point of
10 information. Go to the mic.

11 DELEGATE ROBERT REYNOLDS: Good morning.
12 Good morning. Local 897, Bob Reynolds. My chairman is
13 Pat Radtke, and we have a newly elected regional
14 director, and I would like to welcome aboard Dan
15 Vicente.

16 But I have just got a question right here.
17 On our pamphlets it says Resolution Number 9, 87
18 regular delegates. And you read out 95.

19 Did the chairman and the committee decide to
20 raise that from the 87 to 95?

21 By the way, Wednesday is red shirt day.

22 SECRETARY-TREASURER MOCK: So yes, red shirt
23 day.

24 So yes, it is a percentage of -- how did we
25 word that?

1 They estimated at one point it was going to
2 be 88. But when they calculated it, it is now 98.
3 Yes.

4 Mic 3. You are next.

5 DELEGATE TIM BOYD: How you doing?

6 Tim Boyd, Local 12, Jeep Local 12, proud UAW
7 member.

8 I have a question on 4F.

9 Special delegates will be permitted on the
10 floor of the convention and be allowed to speak when
11 recognized by the chairperson, but will not be
12 permitted to vote.

13 So if I am correct, they are literally seated
14 right behind us.

15 So what's to stop them from, when we are
16 doing voice votes every time, from them voting, as
17 well?

18 SECRETARY-TREASURER MOCK: So only the
19 delegates that are elected are allowed to vote.

20 DELEGATE TIM BOYD: Correct. But when we are
21 doing voice votes, is there someone to -- is there a
22 sergeant-at-arms watching, standing next to them?

23 How is that -- what are we doing to prevent
24 that?

25 SECRETARY-TREASURER MOCK: Well, we will have

1 sergeant-at-arms out there to make sure everything is
2 done properly.

3 DELEGATE TIM BOYD: Thank you.

4 SECRETARY-TREASURER MOCK: Go to the mic, mic
5 4.

6 DELEGATE JENNIFER SZPYNDA: Jennifer Szpynda,
7 UAW Local 1264, under the direction of LaShawn English,
8 Region 1.

9 On section 11, under the rollcall vote, it
10 states it shall require at least 203 regular delegates
11 to move a rollcall on any question.

12 And when he read it, he stated 228 delegates.

13 SECRETARY-TREASURER MOCK: Same as in the
14 previous question. It was an estimate.

15 But what you see now is the correct number.

16 DELEGATE JENNIFER SZPYNDA: Thank you.

17 SECRETARY-TREASURER MOCK: Point of
18 information, go to the mic.

19 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj, Region
20 1, out of Local 51.

21 So for Sections 9, 10, and 11, since those
22 were estimates, before we move to a vote on anything,
23 can we have the correct numbers read for each relevant
24 section as far as what the numbers are?

25 Just so everybody knows; we can jot it down

1 and have an accurate count.

2 SECRETARY-TREASURER MOCK: Okay. So I am
3 going to just start with number 9.

4 Resolutions: Resolutions submitted by the
5 Local Unions shall be reported out of committee as the
6 first order of business in their next report when
7 requested by the regular delegates, or 98 requested by
8 the regular delegates. The chairperson will ask for a
9 show of hands when requested.

10 Then number 18, Closing Debate. It shall
11 require at least 33 regular delegates to move on the
12 previous question.

13 Number 11.a. Rollcall vote. It shall
14 require at least 228 regular delegates to move on a
15 rollcall vote on any question.

16 Does that satisfy you?

17 DELEGATE LUIGI GJOKAJ: Thank you.

18 SECRETARY-TREASURER MOCK: You are welcome.
19 Go to mic 2, I believe that's close for you.

20 DELEGATE SCOTT HOULDIESON: Good afternoon,
21 union family.

22 SECRETARY-TREASURER MOCK: Hi.

23 DELEGATE SCOTT HOULDIESON: Hi, Margaret.

24 SECRETARY-TREASURER MOCK: Hi, Scott.

25 DELEGATE SCOTT HOULDIESON: Scott Houldieson,

1 UAW Local 551.

2 My question, my point of information is to
3 request what are those percentages that are used to
4 make those calculations?

5 SECRETARY-TREASURER MOCK: One second.

6 As you can see, Scott, we are working hard on
7 that answer for you.

8 DELEGATE SCOTT HOULDIESON: Thank you.

9 SECRETARY-TREASURER MOCK: While we are
10 waiting, I just want to say one thing.

11 You all are looking wonderful out there.
12 Wow. Thank you. Big hand to you. Thank you for
13 coming.

14 (Applause)

15 SECRETARY-TREASURER MOCK: Okay. So for
16 number 9, it is 15 percent.

17 Number 10 is 5 percent.

18 And then 11.a is 35 percent.

19 DELEGATE SCOTT HOULDIESON: Thank you.

20 SECRETARY-TREASURER MOCK: Okay. Seeing no
21 more hands, you have heard the report of the Rules
22 Committee.

23 **A motion has been made to adopt the report.**

24 **Is there a second?**

25 (Motion supported)

1 SECRETARY-TREASURER MOCK: Any further
2 discussion?

3 Let's see. Are you closest to mic 6 or 5?

4 DELEGATE DAVID PRITCHARD: 5.

5 SECRETARY-TREASURER MOCK: Okay.

6 DELEGATE DAVID PRITCHARD: Can everybody hear
7 me?

8 SECRETARY-TREASURER MOCK: Yes.

9 DELEGATE DAVID PRITCHARD: I am David
10 Pritchard out of Local 2322 in Region 9A.

11 And I would like to move that we amend Rule
12 10 to raise the threshold of delegates needed to close
13 debate from 5 percent of the delegates, or 33
14 delegates, to one-third of the delegates.

15 This is still lower than the two-thirds that
16 are needed per Robert's Rules of Order.

17 It's also effectively the same threshold
18 necessary for a rollcall vote in these rules.

19 And I think it is in the spirit of this
20 convention for us to have debate on the floor so we can
21 make informed decisions.

22 Allowing a super minority of people to shut
23 down conversations before we can figure out where we
24 stand makes it impossible for us to vote accurately and
25 represent the members who elected us.

1 So I move that we amend that threshold from
2 5 percent to one-third of the delegates in Rule 10.

3 (Applause)

4 SECRETARY-TREASURER MOCK: So just FYI, that
5 number isn't to actually have the motion.

6 It is to just move the previous question,
7 basically.

8 Okay. So I hear support.

9 Mic 3.

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

12 I know we can't take care of it today. But
13 in the future, we need to really look at this. Because
14 we all represent a different amount of people. And to
15 be a true democratic process, it shouldn't be based on
16 the number of individual people here.

17 It should be based on the amount that you
18 represent.

19 It isn't doing a fair shake to the people
20 that we are here representing if you are one person
21 representing 20. Or one person representing one.

22 The whole idea behind this is supposed to be
23 a democratic process. And we need to relook at it and
24 think about how we do it properly.

25 SECRETARY-TREASURER MOCK: Understood.

1 DELEGATE DANIEL GILSON II: Thank you.

2 SECRETARY-TREASURER MOCK: So we have a
3 second on the motion.

4 All in favor?

5 Oh, wait. Where are we at?

6 Sorry, mic 8.

7 There you go. The light is going on.

8 DELEGATE THOMAS WEBBER: Thomas Webber, Local
9 600.

10 What motion were we voting on right now?

11 SECRETARY-TREASURER MOCK: To adopt the
12 report.

13 DELEGATE THOMAS WEBBER: There was a motion
14 with support to amend closing the debate, Section 10.

15 SECRETARY-TREASURER MOCK: Okay.

16 DELEGATE THOMAS WEBBER: I think that has to
17 be addressed.

18 And it had support that was recognized.

19 SECRETARY-TREASURER MOCK: Okay. Apologies.

20 So we are voting on the motion to amend
21 number 10, closing debate.

22 It shall be required at least 33, which is
23 5 percent of regular delegates, move to the previous
24 question.

25 And he wants to increase it to a third.

1 DELEGATE THOMAS WEBBER: It's been supported.

2 SECRETARY-TREASURER MOCK: Do you want to
3 speak to that?

4 DELEGATE THOMAS WEBBER: We have to vote on
5 that motion first, correct?

6 SECRETARY-TREASURER MOCK: It is debatable.
7 You can speak on the motion, but if you want
8 to --

9 Mic 1. Point of order. He is going to mic
10 1.

11 DELEGATE JAMES FISHER: Jim Fisher, Local
12 249.

13 SECRETARY-TREASURER MOCK: Hi, Jim.

14 DELEGATE JAMES FISHER: Are those percentages
15 covered in the Constitution?

16 SECRETARY-TREASURER MOCK: No.

17 DELEGATE JAMES FISHER: Thank you.

18 SECRETARY-TREASURER MOCK: Where are you at,
19 Brother?

20 Oh, Scott. Hey, Scott. Mic 2.

21 DELEGATE SCOTT HOULDIESON: Good afternoon.
22 Scott Houldieson, UAW Local 551.

23 I believe the proper procedure would be to
24 ask for discussion on the amendment. And allow the
25 delegates to discuss whether it's appropriate for us to

1 move forward with this amendment.

2 SECRETARY-TREASURER MOCK: Okay. You are
3 right. Let's do that. Thank you.

4 (Applause)

5 SECRETARY-TREASURER MOCK: Anymore? Any
6 discussion?

7 Scott, mic 2.

8 DELEGATE SCOTT HOULDIESON: Okay. Yeah, I
9 would like to speak in favor of amending the rules to
10 allow for a higher threshold to close debate.

11 We need more democracy, not less. We don't
12 need a small minority being able to shut down the
13 debate on the important resolutions that we are going
14 to be talking about over the next three days.

15 Having an open debate and open discussion is
16 bringing forth the ideas of every one of us in here.
17 And it's important that you are here to represent your
18 members and their best interests. We should have an
19 open debate and not be able to have a small minority of
20 delegates shut down our discussions.

21 Thank you.

22 (Applause)

23 SECRETARY-TREASURER MOCK: Thank you.

24 Any more discussion?

25 Mic 7.

1 DELEGATE SHERRY CREPS: Hey, I am Sherry
2 Creps, from Region 8, 1853.

3 SECRETARY-TREASURER MOCK: Hi, Sherry.

4 DELEGATE SHERRY CREPS: I am here to speak
5 against adding to the amendment; that the way it is
6 written has served us well, as we can all attest to the
7 last convention we were at last year. And I think it
8 should stay the same.

9 (Applause)

10 SECRETARY-TREASURER MOCK: Mic 3. And I see
11 you back there. You can go to mic 6. Or 7. Which one
12 is closest to you, back in the back?

13 Mic 3.

14 DELEGATE DAVID SANDOVAL: Hello, Secretary
15 Mock.

16 SECRETARY-TREASURER MOCK: Hi.

17 DELEGATE DAVID SANDOVAL: David Sandivol.

18 SECRETARY-TREASURER MOCK: Hey, Dave.

19 DELEGATE DAVID SANDOVAL: Local 400.

20 I am in favor of amending number 10, and
21 increasing it.

22 Being that we are a democratic institution,
23 and to hear as many people on what their thoughts were,
24 are, would give us our best representation. So we need
25 to increase this. Thank you.

1 SECRETARY-TREASURER MOCK: You are welcome.

2 Thank you.

3 (Applause)

4 SECRETARY-TREASURER MOCK: Mic 7.

5 DELEGATE WILLIAM GUINAN: Good morning, Madam
6 Secretary. Congratulations.

7 My name is Bill Guinan. I am from Local 685.

8 I stand in favor of changing the motion, not
9 to interrupt the sister or anything, but the rules
10 before got us what we got.

11 True democracy is the majority wins; not a
12 percentage.

13 We just had an election that's historical.
14 We just had corruption for over 10 years.

15 Any time we can vote for the majority, that's
16 what we do.

17 What are we scared of?

18 Democracy was built in this country. And it
19 was cradled through the world by the UAW.

20 So now we have a chance to change things
21 historically.

22 So get on board. Get together. And let's
23 move forward.

24 Thank you.

25 SECRETARY-TREASURER MOCK: Thank you, Bill.

1 (Applause)

2 SECRETARY-TREASURER MOCK: The gentleman with
3 the cellphone up, mic 4.

4 DELEGATE ROGER ABBOT: Hello. Roger Abbott,
5 Local 653, in Region 1.

6 Well, it sounds like the numbers seem to be
7 almost like at extremes. Because people complain about
8 being way too small, which I agree. But the threshold
9 they want to put it up to, it seems to be a little bit
10 high.

11 I actually proposed an amendment to just
12 bring it down to say 15 percent, say about a hundred
13 delegates to close a vote, instead of like over 200.

14 Is that allowable? A compromise in between?

15 SECRETARY-TREASURER MOCK: So you are asking
16 to amend the amendment. Correct?

17 DELEGATE ROGER ABBOT: Correct. To lower the
18 threshold from 200 to 100; a compromise in between the
19 two numbers.

20 SECRETARY-TREASURER MOCK: Do we have a
21 second?

22 DELEGATE ROGER ABBOT: We have got a second.

23 SECRETARY-TREASURER MOCK: Where is
24 the -- who initially --

25 (Indecipherable discussion from the floor)

1 SECRETARY-TREASURER MOCK: Do you have a
2 second for your motion?

3 Microphone 5.

4 DELEGATE DAVID PRITCHARD: Hi. David
5 Pritchard. SECRETARY-TREASURER MOCK: We are
6 debating the amendment to the motion.

7 DELEGATE DAVID PRITCHARD: I don't accept the
8 amendment, I guess is where I am at. So it is not
9 friendly. It is unfriendly.

10 SECRETARY-TREASURER MOCK: I am sorry.

11 So the motion, so we have --

12 (Indecipherable discussion from the floor)

13 SECRETARY-TREASURER MOCK: Can you -- whoever
14 that is talking, because I can't really see you, can
15 you go to mic 8? I think that's the closest one for
16 you.

17 (Indecipherable discussion from the floor)

18 SECRETARY-TREASURER MOCK: Oh, I am sorry.
19 Yes, you have, yes. I take that back.

20 The young lady, which one is closer? 4? You
21 are right. I am getting you there. Come on. I got
22 you.

23 DELEGATE CHERYL STUBBLEFIELD: Hello,
24 Brothers and Sisters. Hello, Brothers and Sisters. My
25 name is Cheryl Stubblefield. I am from Local 129.

1 I stand in support of the rules that were
2 already written, our last Rule Committee.

3 (Applause)

4 DELEGATE CHERYL STUBBLEFIELD: They did a
5 thorough job. They did a comprehensive job. They
6 worked their tails off to bring us these motions and
7 amendments. And I will not disrespect the Rules
8 Committee for such an exemplary job that they have
9 done. And we need to support what they have done.
10 Thank you.

11 (Cheers and applause)

12 SECRETARY-TREASURER MOCK: All right. Okay.
13 All right. All right. Okay.

14 So just understand, we are still debating the
15 amendment to the amendment.

16 Mic 8, please.

17 DELEGATE BARRY FORD: Barry Ford, Local 862.

18 I call the question on the motion.

19 Let's vote on this thing.

20 (Motion made)

21 DELEGATE BARRY FORD: Let's vote on it.

22 SECRETARY-TREASURER MOCK: I need a second
23 for that.

24 (Motion supported)

25 SECRETARY-TREASURER MOCK: All right. Got

1 it.

2 So this requires two-thirds to close debate.

3 All in favor of closing debate?

4 All right.

5 All opposed?

6 The ayes have it.

7 (Motion carried)

8 SECRETARY-TREASURER MOCK: So now we are
9 voting on the amendment to the amendment to change it
10 to 100.

11 (Motion made)

12 (Motion supported)

13 SECRETARY-TREASURER MOCK: We have to vote on
14 both amendments.

15 PARLIAMENTARIAN MICHAEL TALIERCIO: Good
16 afternoon, everybody. My name is Michael Taliercio. I
17 am your parliamentarian.

18 The amendment was duly made and seconded.

19 Once an amendment has been made and seconded,
20 it's the body's decision. It will be democratically
21 decided on whether or not that happens.

22 The maker of the original amendment doesn't
23 get to control it after it goes to the body.

24 So you do, where you are now is you just
25 passed a motion to close debate.

1 You have an amendment to the rules that was
2 going to change the threshold to a third of the
3 delegates.

4 And then you have an amendment to that
5 amendment that would change the threshold in Rule 10 to
6 100 delegates.

7 So you are going to have to take a vote on
8 the amendment to the amendment.

9 Then, whatever happens, you will have to vote
10 on the amendment.

11 And then finally we will get back to voting
12 on the rules, whether or not they are amended or not
13 amended.

14 Thank you.

15 (Indecipherable discussion from the floor)

16 SECRETARY-TREASURER MOCK: Okay. So now we
17 are voting on the amendment to the amendment.

18 All in favor?

19 All in favor?

20 All opposed?

21 The amendment to the amendment fails.

22 (Motion failed)

23 SECRETARY-TREASURER MOCK: Now we are going
24 to vote on the amendment, the original amendment, which
25 was one-third.

1 All in favor?

2 All opposed?

3 Nays have it. The nays have it.

4 (Motion failed)

5 SECRETARY-TREASURER MOCK: Okay. We are
6 voting on the rules as it was presented.

7 (Motion supported)

8 SECRETARY-TREASURER MOCK: I heard it back
9 there first, mic 2. Sorry.

10 DELEGATE NOLAN TABB: Good morning.

11 Nolan Tabb, proud UAW member, Local 281, John
12 Deere, Davenport, Iowa.

13 SECRETARY-TREASURER MOCK: Hi, Nolan.

14 DELEGATE NOLAN TABB: Thank you, Madam
15 Secretary.

16 So the members have spoken on lowering the
17 threshold to end debate.

18 But I think we all agree that we want to have
19 a democratic process here.

20 So I propose a motion to amend Rule 9, to
21 lower the threshold to pull resolutions out of
22 committee for discussion.

23 (Motion made)

24 SECRETARY-TREASURER MOCK: What's your
25 number?

1 DELEGATE NOLAN TABB: It will be number 9.

2 SECRETARY-TREASURER MOCK: No. You want to
3 change the number, right?

4 DELEGATE NOLAN TABB: Yes. Change the number
5 to 5 percent, from the 98 to the 33.

6 (Motion supported)

7 SECRETARY-TREASURER MOCK: You want to change
8 it to 33. Okay.

9 I hear a second.

10 You want to speak to the motion?

11 DELEGATE NOLAN TABB: Yes. This is the
12 motion.

13 Again, we have all discussed the move to
14 close debate.

15 This is kind of the flip side of that. So we
16 can still approach this as democratically. And lower
17 the threshold to pull resolutions out of committee.

18 (Indecipherable discussion from the floor)

19 SECRETARY-TREASURER MOCK: Are you -- you are
20 done, right, mic 2?

21 All right. Mic 7.

22 DELEGATE RANDALL WHELAN: Yes. Randy Whalen,
23 Local UAW 3047.

24 And I want to call the question on the
25 original motion. And let's vote on it.

1 (Indecipherable discussion from the floor)

2 DELEGATE RANDALL WHELAN: All right. So
3 before we can get back to the original motion, I
4 understand the delegate's motion that we are going to
5 end debate on the amendment. And end debate on the
6 original motion.

7 So what we are going to do is vote on ending
8 debate on the amendment to Rule 9.

9 Then we will go back to voting directly on
10 the rules.

11 Thank you.

12 SECRETARY-TREASURER MOCK: Okay. On 9, we
13 are voting on -- we are voting to end debate on 9.

14 All those in favor.

15 All those opposed.

16 The ayes have it.

17 (Motion carried)

18 SECRETARY-TREASURER MOCK: Now we are going
19 to vote on the amendment, number 9, to take it to
20 5 percent. All right. Yep. And there's been -- just
21 one second. Go to mic 6.

22 DELEGATE ROBERT REYNOLDS: Good morning. Bob
23 Reynolds, Local 897, Buffalo, New York. Go Buffalo.

24 But I just would like, if you could read out
25 9, 10, and 11, the proper numbers that you have, so

1 everybody understands the numbers we are voting on.

2 I know we have been talking about
3 percentages, something we should tackle further down
4 the line. But you have numbers right now. And
5 everybody in this convention should understand them.

6 Thank you.

7 SECRETARY-TREASURER MOCK: Okay. So you are
8 asking to read it again, correct?

9 Okay. Resolution number -- oh, for 9, the
10 number is 98. 10 closing debate, the number is 33.
11 11, rollcall vote, the number is 228. And we are
12 voting on changing 9 to 33.

13 So let's take -- we need to vote on that.

14 All in favor, number 9, changing it from 98
15 to 33.

16 All opposed?

17 Nays have it.

18 (Motion failed)

19 SECRETARY-TREASURER MOCK: So now we are
20 going to vote on the rules as originally presented.

21 All in favor.

22 All opposed.

23 The ayes have it.

24 (Motion carried)

25 SECRETARY-TREASURER MOCK: Now I call upon

1 the chairperson of the Resolution Committee, Todd Dunn.

2 Now, see, this is healthy robust debate. It
3 is appreciated.

4 DELEGATE TODD DUNN: Everybody is smiling.
5 Let's get it going.

6 Good morning, President Fain,
7 Secretary-Treasurer Mock, International, Board Members,
8 distinguished guests, and Brother and Sister delegates.

9 My name is Todd Dunn, Chairperson of the
10 Resolutions Committee, and President of UAW Local 862,
11 with Region 8, where I serve under the remarkable
12 leadership of Director Tim Smith, and Assistant
13 Director George Palmer.

14 It is an honor to work with such a focused
15 Resolutions Committee that is committed to the process
16 of this 2023 Special Collective Bargaining Convention.

17 The Resolutions Committee convened on Monday,
18 February 20, 2023, at Solidarity House in Detroit,
19 Michigan.

20 In our committee discussion we focused on
21 concerns that affect our membership to develop a
22 comprehensive Collective Bargaining program that speaks
23 to every sector of this diverse union.

24 The theme of this convention is Building Our
25 Tomorrow Today. In the spirit of historical values

1 coupled with our mission, vision, and purpose, your
2 resolution committee sees now that more than ever it is
3 time for us to come together as one in solidarity to
4 take on the battles ahead.

5 At this time, I would like to introduce your
6 Resolutions Committee, to my left to right:

7 Sister Tish Hearn, Vice President,
8 Chairperson of the Resolutions Committee and Appointed
9 Rep Attendance Counselor.

10 Brother Kevin McQuaide, Recording Secretary
11 of the Resolutions Committee and President of UAW Local
12 1549.

13 Sister Cathy Watkin, Second Vice President
14 and Chairperson of UAW Local 174.

15 Brother Ryan Eding, Production Zone
16 Representative of UAW Local 602.

17 Sister Sherilyn Baker, Financial Secretary of
18 UAW Local 211.

19 Sister Shirley Mata, Recording Secretary of
20 UAW Local 249.

21 Jessica Morgan, active Vice President and
22 Women Committee Chairperson of UAW Local 838.

23 My brother, Ralph Walsh, Committee Person of
24 UAW Local 276.

25 Mike Delucas, President of UAW Local 686.

1 Finally, Brother Ray Casiano, Vice President
2 of UAW Local 2110.

3 Delegates, I present to you your 2023 Special
4 Bargaining Convention Resolution Committee.

5 Our report consists of a single comprehensive
6 resolution.

7 As you can see in your Proposed Resolution
8 Book, the resolution is divided into different subject
9 areas.

10 We are pleased to present it to you, Brothers
11 and Sister Delegates, for your consideration, as there
12 will be discussion and debate on various sections of
13 the resolution that will be presented to you.

14 But you will vote on one single resolution
15 that spells out a unified and comprehensive bargaining
16 program.

17 President Fain.

18 Sorry, Treasurer Mock. Had the wrong notes.

19 SECRETARY-TREASURER MOCK: Thank you,
20 Chairperson Dunn.

21 We look forward to hearing the report of your
22 committee over the next few days.

23 Now, it is my pleasure to introduce our newly
24 elected UAW President Shawn Fain to preside.

25 (Applause)

1 PRESIDENT FAIN: Thank you. Good morning,
2 UAW family.

3 After that first little bit of debate, I just
4 want to say one thing: Let's get ready to rumble.

5 We have just witnessed the four most powerful
6 words of democracy. The people have spoken. The
7 rumble of the election is finished. Your new
8 democratically elected International Executive Board
9 has met. We met yesterday and this morning. And we
10 are united to serve you.

11 Now we are here to come together to ready
12 ourselves for the war against our only one and only
13 true enemy, multibillion dollar corporations and
14 employers that refuse to give our members their fair
15 share.

16 It is a new day in the UAW.

17 First, I want to congratulate our new elected
18 International Executive Board.

19 I especially want to congratulate my union
20 sister, Margaret Mock, who has made history as our
21 union's first African-American woman to serve as
22 Secretary-Treasurer. (Applause)

23 PRESIDENT FAIN: I also want to take a moment
24 to thank Former President Ray Curry for his service.

25 (Cheers and applause)

1 PRESIDENT FAIN: And most of all, I want to
2 thank the members of our great union.

3 (Applause)

4 PRESIDENT FAIN: You all have made history.

5 For the first time we as a union have had the
6 courage to give all members the right to vote on our
7 union's direction. Yeah.

8 When given the chance to vote, the membership
9 chose change. We are choosing to fight.

10 And for all of you delegates assembled here,
11 you have chosen to commit yourselves to our great
12 union, no matter the challenges.

13 And there's going to be challenges.

14 The year before his assassination, Dr. Martin
15 Luther King, Junior wrote a book called Where Do We Go
16 From Here: Chaos or Community?

17 Dr. King was speaking to a new divide in the
18 civil rights movement. The movement had won the Civil
19 Rights Act of 1964. They had won the Voting Rights Act
20 of 1965.

21 But social, economic, political
22 discrimination against African-Americans has persisted.
23 The civil rights movement was deep in debate over what
24 was going to come next.

25 Reflecting on those victories and the battles

1 left to fight King wrote: We have left the realm of
2 constitutional rights, and we are entering the area of
3 human rights.

4 The constitution assured the right to vote.
5 But there is no such assurance of the right to adequate
6 housing, or the right to an adequate income.

7 Achievement of these goals will be a lot more
8 difficult and require much more discipline,
9 understanding organization and sacrifice.

10 Dr. King's words resonate with us today. Our
11 union is moving from rights on paper to rights in
12 action.

13 We have won the right to vote for our top
14 leadership;

15 We have the right to strike;

16 We have the right to a grievance procedure;

17 We have a right to arbitration;

18 To collective bargaining.

19 But we have not yet won the rights that will
20 fundamentally change this union and change this
21 country.

22 We have not yet won racial and economic
23 justice in the workplaces for all of our members.

24 We have not yet won equal pay for equal work
25 with an end to tiers in our contracts that divide our

1 members.

2 We have not yet won an end to plant closures
3 that destroy our working-class communities and tear our
4 families and our members' lives apart.

5 We have not yet won a higher education system
6 that creates good jobs and provides free education as a
7 public good.

8 We have not yet won retirement security and
9 healthcare and pensions for all.

10 We have not yet won rights on the job for the
11 hundreds of thousands of unorganized auto workers
12 and millions of other workers across the country. Not
13 yet. But I believe we will.

14 Dr. King spoke of the need for discipline,
15 understanding, organization, and sacrifice. These are
16 the qualities I see in our union. These are the
17 qualities I see in our members. And these are the
18 qualities I see in this room.

19 We have the discipline that we need to
20 organize better than ever before.

21 We have the understanding that we need to
22 regain the trust of the membership.

23 We have the organization that if united in a
24 common goal, we cannot be defeated.

25 We have the will to sacrifice for the greater

1 good, including on the picket line.

2 As Dr. King took stock of the civil rights
3 movement, he noted every revolutionary moment or
4 movement has its peaks of united activity, and its
5 valleys of debate.

6 So Brothers and Sisters, let us debate the
7 future of our union. Let that debate be spirited and
8 forceful.

9 And let us emerge from this valley of debate
10 to our highest peak yet.

11 And then let us move forward together as the
12 UAW, united. It is our union's first name. It means
13 even when we disagree, we are all in this together.

14 It means your fate is bound up with mine,
15 with all of our union Brothers, Sisters, and siblings.

16 The last of that UAW is the word "workers."
17 That's our family's surname. It's our family name. It
18 means we are not afraid to work hard, whether in a
19 factory, or on a campus, in a casino, or in a hospital.
20 Whether in a union hall or on a picket line.

21 As Dr. King wrote on the final pages of his
22 book, we are now faced with the fact that tomorrow is
23 today. We are confronted with the fierce urgency of
24 now.

25 In this unfolding conundrum of life and

1 history, there is such a thing as being too late.

2 So Brothers and Sisters, today I say, we are
3 not too late. The United Auto Workers are ready to get
4 back in the fight against corruption, against
5 concessions, against tiers.

6 The UAW is ready to get back in the fight for
7 good jobs, for economic justice for our families and
8 for our communities.

9 It is up to you to chart our course this
10 week.

11 And then it is up to all of us to join
12 together in solidarity and get back in the fight for
13 all of us.

14 Thank you.

15 (Applause)

16 PRESIDENT FAIN: So I would like to start by
17 now calling up Region 1 Director Steve Dawes for
18 purposes of introduction.

19 DIRECTOR DAWES: I've always wanted to do
20 that.

21 Hello, everyone. I am Steve Dawes, Region 1D
22 Director of the great state of Michigan.

23 We are fortunate enough to have two great
24 supporting senators, and one of them, it is my pleasure
25 today to introduce.

1 His name is Senator Gary Peters.

2 Gary Peters has represented Michigan in the
3 Senate since 2015.

4 He was born in Pontiac, Michigan.

5 His father was a World War II veteran. Thank
6 you, Gary's dad, for that. And a teacher who was a
7 union member for decades.

8 Peters began his public service career as a
9 Rochester Hills councilman in 1991.

10 And he has always distinguished himself as a
11 fighter for a stronger economy, good-paying jobs,
12 affordable healthcare, a secure retirement, and
13 opportunity for everyone to succeed.

14 He is recognized by one of the most effective
15 and bipartisan senators according to the non-bipartisan
16 career Center for Effective Lawmaking. The senator
17 said the key to his success was the effectiveness in
18 coalition building.

19 Please give our senator from the state of
20 Michigan, the state that just repealed the right to
21 work.

22 (Cheers and applause)

23 DIRECTOR DAWES: Let me say that again. Let
24 me say that again. A state that just repealed right to
25 work. Right over there, baby. That's what I am

1 talking about right here.

2 Our Senator, Gary Peters.

3 SENATOR GARY PETERS: Well, hello UAW. It is
4 great to be here. Good afternoon. And I just want to
5 start by congratulating the newly elected president of
6 the UAW, Shawn Fain.

7 Shawn congratulations on your victory.

8 And certainly I also want to thank Ray Curry
9 for his service heading up this great union, as well.

10 So I've been in a few tough elections in my
11 day, and close elections, and I know that that's not an
12 easy process, but now begins the process of everybody
13 coming together, coming together as one union in
14 solidarity.

15 (Applause)

16 SENATOR PETERS: And I want to welcome all
17 the delegates here to the great State of Michigan as
18 Steve Dawes already took my opening line, because I am
19 just so excited that the state legislature and the
20 governor of this state repealed right to work, the
21 first state in decades to do that.

22 (Cheers and Applause)

23 SENATOR PETERS: Michigan is a union state.

24 (Applause)

25 SENATOR PETERS: And that's why it's so great

1 to have this convention here, because today and over
2 the next three days, you are going to reaffirm the
3 importance of collective bargaining. And for me,
4 collective bargaining is a right, a right that we need
5 to protect, and we need to exercise. And the UAW will
6 be a leader in that over the next few days.

7 Thank you for what you're doing.

8 I come from a labor family, and it's in my
9 roots. My father was a teacher, and a part of the
10 union and a proud union member. But where I really
11 learned the importance of a union was from my mom. My
12 mother was a nurse's aide.

13 A nurse's aide, for those of you who know
14 that job, know that folks are over worked and
15 underpaid, and not treated real well either.

16 In fact, people came to my mom, and she had a
17 lot of hard days, and they came to my mom, and they
18 said, "Madeleine, why don't you just leave? Why don't
19 you leave the job?" And she said, "I'm not going to
20 leave this job. I've gotten to know the patients.
21 I've gotten to know their families, and I've been
22 caring for them, and I want to be here to help them
23 through a difficult part of their life." And she said,
24 "I'm not going to -- I'm not going to leave my job.
25 I'm getting together with coworkers, and we're going to

1 bring a union into this nursing home to stand up for
2 our rights."

3 (Applause)

4 SENATOR PETERS: And she did that. Although
5 I remember, I was a young boy, there were some
6 tear-filled nights. It was rough, the techniques.
7 Those of you who have been in organizing know how
8 difficult it can be.

9 In fact, they pulled her aside, the owners
10 pulled her aside and they said, Madeleine, this union
11 thing, we know you're active in it, but we'll give you
12 a raise if you just don't get involved in the union.
13 We'll give you a raise and take care of you. She
14 looked at him and said, "I'm not taking that raise
15 unless everybody in this hall gets a raise. That is
16 why I am going to stay with the union. We are going to
17 win that election." They won that election, and she
18 became a union steward. And I am so proud that she
19 taught me how to fight, that nothing is given to you,
20 you need to stand up and fight for your rights. And
21 that's what you do each and every day as proud members
22 of this UAW.

23 (Applause)

24 SENATOR PETERS: But we also know that it's
25 been tough for unions these last few decades as we see

1 union membership decline. And what has happened during
2 that time is also a decline of the American
3 middle-class. It has been unions that have stood up
4 for fair wages, for affordable healthcare, and to be
5 able to retire with dignity.

6 It is a fundamental right that all three of
7 those things can happen in this country. And yet, as
8 union membership has gone down, so has the American
9 middle-class.

10 We know that laws have been passed to make it
11 difficult to organize, make it tougher to do that.
12 Some of the perceptions have changed. People think
13 that they don't need to be part of the union, and we
14 are paying the price for that. Union membership about
15 half of where it was in 1980.

16 But I have some good news, and I think you
17 all know this good news. Things are changing. Things
18 are changing. People are realizing, maybe we do need
19 unions. Maybe we really need to get together and
20 collectively stand up for our rights.

21 **A recent Gallup poll show that 70 percent of**
22 **Americans now support labor unions. Seventy percent.**

23 (Applause)

24 SENATOR PETERS: And even better news is that
25 young people in particular, the millennials, Generation

1 Z, they support unions in overwhelming numbers. And
2 people say, well, why are these young people so pro
3 union? I'll tell you why. They're living a tough life
4 right now. A lot of these folks are working full time,
5 working hard, and not earning wages that really give
6 them the ability to live the kind of life that they
7 certainly deserve. They've seen the middle-class row,
8 and yet they see folks at the very top making huge
9 wages.

10 In fact, if you look at -- back at 1965,
11 which was the last time the union support was so high,
12 at that time, the average CEO earned about 20 times
13 what the average worker earned in 1965.

14 Today, that number is now -- CEOs earn 399
15 times what an average worker, an average wage of
16 \$28,000,000, an over 1500 percent increase over average
17 workers. And young people are saying, that makes no
18 sense. That doesn't make any sense that we're still
19 struggling. They also know that the only way they're
20 going to be able to stand up is to be doing it
21 collectively. That's why you're seeing strikes at
22 Starbucks, and you're seeing strikes at Amazon and
23 other places across the country, because they want to
24 be able to take control for their wages and their
25 benefits. And we need to support that.

1 We need to support that at the government
2 level. We have to make sure we start changing laws
3 that make it so difficult to organize, which is why we
4 have to pass the Pro Act to make sure that labor unions
5 can get into that workplace and have a fair election.

6 Workers can stand up for their rights and
7 tell management, we are going to make a difference in
8 this company collectively, as a union. And that's why
9 what you're doing here today, and the next couple days,
10 is just so important.

11 As you move forward, this convention is
12 really setting an example for young people. And other
13 folks across this country are looking to decide whether
14 or not to unionize.

15 And when you think of the proud history of
16 the UAW from the sit-down strike in Flint in the 1930s,
17 to the struggles in the decades after that, we all know
18 that we are standing on the shoulders of men and women
19 who have fought that battle tirelessly, to ensure that
20 people have the rights that they need.

21 And when the UAW has fought those fights,
22 when you have come together collectively, when you've
23 stood up for your rights and won, we know that when the
24 union wins, American workers all across our country win
25 as well. This is a battle for the heart and soul of

1 American workers all across the United States of
2 America.

3 (Applause)

4 SENATOR PETERS: But we have another issue
5 that we have to deal with as well, and one that the UAW
6 has led the fight, is that we have to be bringing more
7 jobs back to the United States. We have to end the
8 outsourcing that we have seen over the decades, and
9 understand we need to bring those jobs back here.

10 (Applause)

11 SENATOR PETERS: I'm a believer that you
12 cannot be a great country unless you actually make
13 things here. That's what you do. You manufacture, you
14 make things here. We will not be great until we bring
15 manufacturing back to the United States, and back to
16 our country.

17 (Applause)

18 SENATOR PETERS: And it's manufacturing of
19 all sorts of products. I just did a report in my
20 committee. I chair Homeland Security and Government
21 Affairs in the United States Senate. We did a report
22 on drug shortages that we're seeing all across our
23 country. Drug shortages. Shortages that every week,
24 the hospital has to find out what drug is going to be
25 in shortage this week, and how are we going to deal

1 with that. And often, do we have to find an
2 alternative? Sometimes they can't with a number of
3 cancer drugs. But when they go find an alternative, it
4 tends to cost more money and be less effective.

5 So why? We explored the why, and we found
6 that the basic ingredients of nearly every single drug
7 that we use here in our country is made overseas, the
8 precursors. Over 80 percent of those precursors that
9 go into every drug are made in China, not in the United
10 States; China and India.

11 I put out a report in 2019, I said when we're
12 in a pandemic, the United States is going to be in
13 trouble. We saw that. We saw what happened not just
14 with drugs, we saw it with chips that are in our cars.
15 We saw the fact that we couldn't get car chips because
16 they are manufactured overseas.

17 This has been a fight. All of you have been
18 fighting for a long time. This is not just about jobs;
19 this is about our National Security. This is about
20 Homeland Security. And together, we've got to make
21 sure we say enough is enough of outsourcing jobs. We
22 are bringing them back home.

23 (Applause)

24 SENATOR PETERS: So I say, you're starting
25 probably one of the most significant bargaining

1 conventions you've had.

2 We're looking at the world changing rapidly.
3 Technology is changing rapidly. We're moving to new
4 vehicles. And as we move to those new vehicles that
5 require batteries, I say if you're going to make a
6 battery here, it better be a union plant that's making
7 those batteries for those electric cars.

8 (Cheers and Applause)

9 SENATOR PETERS: And as those cars that need
10 computer chips, when they're making those computer
11 chips, those better be union plants as well, that are
12 making computer chips. I don't care what you're
13 making, if you're making it here, you're using union
14 labor to make it.

15 So what you are doing right here, just like
16 the rest of the country watched the UAW in the 1930s in
17 the beginning of the labor movement, the whole country
18 is watching all of you here. It's up to you as the
19 leaders in the UAW, to show the rest of the country
20 what it's like to act collectively, what it's like to
21 stand up for your rights, what is right, and what you
22 need to do in order to protect American workers.

23 And I know that when you emerge from this
24 convention and you're working in the months ahead, the
25 rest of the country will see what collective bargaining

1 can mean. They will see what solidarity can mean when
2 it comes to the everyday lives of people all across our
3 country. And when they see -- once again, when they
4 see your success here at the UAW, they will say loud
5 and clear, we need more unions in America. We are pro
6 union, because it's unions who stand up for working
7 people all across our great country. Thank you for
8 what you do.

9 (Cheers and applause)

10 PRESIDENT FAIN: Thank you Senator Peters,
11 for your rousing words, and all of your fight for us in
12 the halls of Congress.

13 Senator Debbie Stabenow couldn't join us
14 today, but she did send this message which she asked
15 for us to send with you.

16 (Video played)

17 (Applause)

18 PRESIDENT FAIN: Okay. What a great way to
19 get the convention started, to hear the great words
20 from two of our great friends in Washington, D.C. that
21 never forget who stood behind them. So, always a
22 pleasure.

23 It's my privilege to welcome you back to the
24 Huntington Center, to continue the good work for our
25 union.

1 I will ask you this, being that I was just
2 sworn in yesterday, let me save you all the suspense.
3 We are not going to be perfect. Actually, I never saw
4 a run of show or an agenda until yesterday afternoon.
5 So I just ask you to bear with us as we move forward.

6 We have a parliamentarian who you've already
7 seen. He will make ensure that everyone's concerns are
8 properly and respectfully heard. That's what we have
9 this person for.

10 One thing I want you to know, I removed -- a
11 lot of times, we have liaisons in each region who, in
12 the past, as many of you know, would give people
13 talking points, things like that. So I've removed that
14 people from the floor. These people -- or staff are
15 still here.

16 (Applause)

17 PRESIDENT FAIN: The reason I'm doing that is
18 because this is your convention. The business of this
19 convention belongs to the delegates. You run this
20 convention, and we are here to facilitate the
21 convention.

22 (Applause)

23 MR. FAIN: So our theme remains: Building
24 Our Tomorrow Today.

25 It's a reminder that the work we do now will

1 directly affect what we can accomplish tomorrow. The
2 special bargaining convention, historically, has been
3 an opportunity to gather in a space to debate the
4 priorities of our union. It's where we can hear from
5 all of our sectors about the needs of the members, with
6 various classifications and experiences.

7 It's where we study existing policies and
8 trends, and make a commitment to how we will fight for
9 our members at the table.

10 This convention is set -- it's together to
11 set a bargaining agenda for the next four years. This
12 is where we set our bargaining goals. And let me tell
13 you, our members have very high expectations, and
14 rightfully so. Our members have sacrificed a lot,
15 whether it's during the pandemic when they were
16 declared essential, or if they were forced to take cuts
17 because of a crisis that affected their industry. But
18 today, we've seen a decade of record profits from our
19 employers.

20 They demand the equality of sacrifice from
21 us. Well, today, we demand equality of gains for our
22 membership.

23 In the coming days, I ask you to listen to
24 one another, to learn about the struggles faced by
25 other UAW members, and to share your story of what your

1 members are experiencing.

2 We grow stronger through bonds of solidarity.

3 And solidarity starts with understanding one another.

4 So building our tomorrow today, let's get it started.

5 I'm now going to call up Vice President Chuck
6 Browning to chair the meeting. Thank you.

7 (Cheers and applause)

8 VICE PRESIDENT BROWNING: Good afternoon.
9 Thank you.

10 Thank you, very much, President Fain. I
11 would now like to call up Resolutions Chair, Todd Dunn,
12 and Tish Hearn to introduce our first resolutions.

13 RESOLUTIONS CHAIR LATISKA HEARN: Good
14 afternoon, UAW local members. I'm Tish Hearn, from UAW
15 Local 1700, under the leadership of Regional Director
16 LaShawn English, and Raymond Pecoraro. I will be
17 reading the proposed resolution, UAW Bargaining
18 Philosophy, which can be found on page 2.

19 The UAW has a reputation for establishing the
20 gold standard when negotiating contracts. Our
21 reputation for strong and comprehensive contracts has
22 helped to grow our union from once consisting of only
23 automotive industry members to now being one of the
24 most industry diverse unions in the United States,
25 Canada, and Puerto Rico.

1 Whether our members work in automotive,
2 aerospace and defense, agricultural implement, IPS,
3 public sector, gaming, higher education, or healthcare
4 industries, our goals and shared principles and values
5 remain the same. We seek to protect everyone under our
6 contracts equally, and win improvements through the
7 collective bargaining.

8 This proposed resolution is intended to guide
9 us through the bargaining process, reflect upon what we
10 have accomplished, and determine how we can build upon
11 those gains in the future.

12 We established these standards and won gains
13 at the bargaining table through the combined
14 experience, strength, and solidarity of our members and
15 their bargaining teams.

16 The ability of our membership is to show
17 solidarity. It's central to our union's bargaining
18 philosophy. We can only win improvements when we stand
19 together and resist the forces that try to divide us.

20 Through collective bargaining, we fight for
21 contract improvements to increase everyone's wages,
22 provide quality and affordable healthcare, secure
23 retirement benefits, enhance safety on the job, sustain
24 long-term job security, and raise the overall standard
25 of living for our members, their families, and the

1 communities in which they live.

2 We will continue to fight for contracts that
3 are long-term interest of our members, ensuring that we
4 can have lengthy careers, protect the rights of those
5 who retired before us, and improve the conditions for
6 members who will come after us.

7 Through each set of negotiations, we build
8 and grow contracts overtime, to provide better lives
9 for our members.

10 We will fight for contracts that are blind to
11 our differences. And we have long fought for every
12 member's equal protection and application of their
13 contracts. We have established protections in the
14 contracts for marginalized members subjected to
15 discrimination and harassment.

16 Our contracts prohibit unequal pay based on
17 sex, race, age, religion, and many other factors.
18 These articles go beyond and in many cases, have
19 proceeded legal protections. However, these contract
20 provisions alone do not stop the injustices. We must
21 continue improving and advancing protections for our
22 members while negotiating their terms and working
23 conditions.

24 Throughout history, we have seen many factors
25 that affect us in negotiations. We never bargain with

1 our employers in a vacuum.

2 National and global economic conditions will
3 often impact what we can achieve in bargaining.

4 However, no matter the economic or political
5 conditions, solidarity and collective bargaining are
6 central to our ability to protect the interest of our
7 members.

8 Through collective bargaining, we have the
9 right to bargain over the terms and conditions of our
10 labor, stop employers from unilaterally imposing
11 conditions on the members, and continue to build upon
12 our past gains.

13 Several of our sectors are facing pivotal
14 changes that will affect our current and our future
15 members.

16 As the nature of our work evolves, we must
17 continue to ensure that the work remains in our hands.
18 It does not matter what products we build, or how the
19 services we provide change. What matters most is that
20 union labor continues to do it.

21 Through negotiations, we will fight to ensure
22 work and obtain investment commitments to protect union
23 work while securing card check neutrality when
24 companies build future products outside our organized
25 facilities.

1 Through pattern bargaining, companies with
2 similar products or services must provide similar union
3 wages and benefits.

4 By taking wages out of competition, employers
5 then are competing on the quality of the products or
6 services and not on the profit they make by exploiting
7 unorganized workers.

8 The cost of labor should not be the major
9 difference between a company's product or service and
10 others. This is especially important as new companies
11 emerge during these rapid changes and landscape of
12 work.

13 We must strive to organize their workers and
14 negotiable first contracts that build on UAW's history
15 of pattern bargaining, which has improved job security
16 for our members.

17 Post-pandemic, we are living in the time of
18 unprecedented economic conditions. While the economy
19 is strong, we are also experiencing near record-high
20 quarterly inflation increases and rising interest
21 rates.

22 All sectors are experiencing hiring and
23 retention issues, while companies report record
24 profits.

25 As we head into upcoming bargaining sessions,

1 we are reminded of the importance of having strong
2 economic protections in our contracts, and the role of
3 collective bargaining to ensure workers get what they
4 deserve.

5 While we recover from the COVID-19 pandemic,
6 the country has realized the importance of
7 manufacturing and the profound consequences of
8 outsourcing to other countries. We now have a deeper
9 appreciation for educational research, the healthcare
10 industry, and essential workers.

11 We have lived in a lockdown world and
12 experienced a never-before-seen health crisis. But one
13 thing that has remained unwavering is our support to
14 each other.

15 When our members stand in solidarity and seek
16 protections and improvements for all members under the
17 contract, we can collectively bargain from a position
18 of strength.

19 One of the UAW's core values have been to
20 improve conditions for all, not just ourselves.

21 Nowhere does the value hold up more than our
22 bargaining philosophy. We seek to implement
23 improvements and economic justice for all members of
24 this union. We are not divided by classification,
25 facility, employer, industry, sector, state, or

1 country. We are united as one great union, the UAW.

2 Brothers and sister delegates, I ask for
3 support on the UAW Bargaining Philosophy found on page
4 two.

5 VICE PRESIDENT BROWNING: Good afternoon,
6 again. We now open up the floor for discussion.

7 Without objection, I will proceed through
8 each region, starting with Region 1, and take one
9 speaker in favor and one against until debate is
10 closed. Each speaker may not speak longer than five
11 minutes.

12 And again, if you could please remember to
13 state your name and the local union that you're from.

14 So, do we have anybody in Region 1 that would
15 like to speak in favor of the motion?

16 Holler at me. Holler at me if you're waving.
17 I don't see anybody.

18 Is there anybody that would like to speak
19 against the motion, or the resolution?

20 All right. Seeing no hands, we will go to
21 Region 8. Is there anybody that would like to speak in
22 favor of the resolution?

23 Is there anybody that would like to speak in
24 opposition?

25 Very good.

1 We'll jump over to Region 1D. Do I have
2 anybody in Region 1D that would like to speak in favor
3 of the resolution?

4 Is there anybody in 1D that would like to
5 speak in opposition?

6 Is there anybody that would like to talk
7 about the weather?

8 (Laughter)

9 VICE PRESIDENT BROWNING: Yeah, please go to
10 the mic. Mic 3.

11 DELEGATE DANIEL GILSON II: Dan Gilson, Local
12 14. I would like to ask for close of discussion, and
13 call the question.

14 (Motion made)

15 VICE PRESIDENT BROWNING: Very good.

16 We have a privileged motion on the floor to
17 end debate, call the question.

18 And we need how many to support that?

19 We need 33 people to support that motion,
20 first of all.

21 Let me count them. No, we have them.

22 So we have a motion on the floor to call the
23 question and end debate. We have a second?

24 (Motion supported)

25 THE COURT: Is there any discussion?

1 Seeing none, all those in favor of ending
2 debate and calling the question, please say aye.

3 All opposed?

4 The ayes have it.

5 (Motion to end debate carried)

6 (Applause)

7 VICE PRESIDENT BROWNING: They're scrolling
8 it up.

9 So if everyone could please direct your
10 attention to the screens as we watch a video of our
11 union's strike actions in the past four years.

12 (Video played)

13 (Applause)

14 VICE PRESIDENT BROWNING: I now call Vice
15 President Booth to preside.

16 (Cheers and applause)

17 VICE PRESIDENT BOOTH: For the purpose of
18 introduction, I would like to call up Todd Dunn.

19 RESOLUTIONS CHAIR TODD DUNN: All right.
20 Good afternoon, everyone.

21 For over 60 years, delegates to the
22 constitutional conventions return to attend to what has
23 come to be called the Special Bargaining Convention.
24 This convention sets the bargaining agenda for the
25 entire union. Delegates debate proposals and create a

1 record of our union's values and interest. It is an
2 important gathering that prepares our union for the
3 heavy season of bargaining that follows.

4 In 2023, delegates are gathering, once again,
5 to weigh in on our union's bargaining priorities. It
6 is a unique opportunity where delegates learn about
7 specific challenges facing members in various sectors,
8 but it's also finding the common ground of all UAW
9 membership who deserve dignity, fair wages and
10 benefits, and safe work sites.

11 Bargaining does not take place in a vacuum.
12 It always takes place in an economic context which may
13 favor or disfavor UAW members.

14 We are at a unique moment in 2023. Because
15 of the sustained efforts of active and retired UAW
16 members, we have won a number of important races in
17 many states, which has brought more pro-UAW candidates
18 into office.

19 Nationally, we have a very pro-labor
20 President in the White House and the Senate, and the
21 strong support in Congress.

22 Through [sic] our union has long advocated
23 against harsh trade policies and incentivized the
24 outsourcing of U.S. jobs, it took the pandemic and the
25 paralyzed supply chain to make some, but not all,

1 companies to put a premium on domestic and reliable
2 production of materials.

3 Moreover, many of our members were declared
4 essential and played critical roles in keeping our
5 economy going. Despite the challenges of pandemic,
6 countless employers experienced record profits. And at
7 the same time, real wages were eroding with high
8 inflation.

9 The definition of work is shifting as more
10 and more gig and part-time workers enter the economy
11 with little job security.

12 Technology is changing the landscape of what
13 we manufacture, which both creates opportunities to be
14 organized as well as demands to protect the current
15 membership. Too many employers continue to treat their
16 workers as cost centers that need to be lowered instead
17 of valuable contributors to their success.

18 Now is the moment to compel employers to
19 reverse the concessions of the past, pay union members
20 their worth, and recognize the important role they play
21 in a company's success. In other words, our member
22 expectations are high, and our union is ready to fight
23 at the table.

24 Over three days of the 2023 Special
25 Bargaining Convention, members will engage in robust

1 debates to both share the struggles and hopes of their
2 union membership, but also come to a consensus on how
3 we must go forward. The strength of our union comes
4 from unity, unity of purpose, statement, and action.

5 These resolutions debated and voted on this
6 week will only have the value if us, as delegates,
7 return to their locals and share the work of the
8 convention with their membership. It is through that
9 process that we build unity towards a common purpose.

10 I'd now like to call Sister Tish Hearn to
11 speak on key issues and bargaining.

12 (Applause)

13 RESOLUTIONS CHAIR LATISKA HEARN: Key issues
14 in bargaining.

15 Our union aims to protect workers' rights and
16 dignity by bargaining for safe workplaces, fair pay,
17 better job opportunities, and a voice in shaping our
18 work environment.

19 Members across our union will tackle these
20 issues in an uncertain political and economic
21 environment. As the economy recovers from the global
22 pandemic, the unemployment rate has remained low and
23 wages for some workers have started to rise. While
24 these are positive developments for our workers and
25 teams, most of the gains from the rebounding economy

1 have ultimately gone to the top of one percent.

2 As we look ahead to the next four years,
3 cautionary economic signals are on the horizon,
4 including rising interest rates that threaten to slow
5 demand and employment.

6 Unsteady legislative, regulatory, and
7 judicial climates will challenge workers, unions, and
8 collectively bargained contracts. Through these
9 obstacles and uncertainties, our union will be prepared
10 to tackle the issues affecting members' lives.

11 While each set of contract negotiations has
12 unique goals, bargaining teams will strive to address
13 the following critical issues to achieve our members'
14 goals today and in the future:

15 * Reducing wage disparities within
16 classifications.

17 In the last four years, UAW members have
18 bargained to eliminate tiered wages, and will continue
19 the fight to end them where they exist.

20 In our building block approach to bargaining,
21 each set of negotiations provides an opportunity to
22 improve the economics of our agreements. We can take
23 years off of wage progression, raise the starting rate,
24 and increase pay raises with each step of the
25 progression.

1 These changes deliver economic gains for
2 current and future members, and help to close the gap
3 of workers.

4 * Reduce the use of temporary workers and
5 temporary conditions.

6 Temporary employment has become all too
7 common in the United States, although less so in the
8 UAW workplaces thanks to our contracts.

9 However, we can do more to limit the use of
10 temporary workers, notably where companies use them
11 unnecessarily at the expense of permanent employees.

12 Bargaining committees can use contract
13 language to define them, when, how long, and for what
14 purpose companies can utilize temporary workers. We
15 can also require that our employers directly hire
16 temporary workers and include them in our contracts.

17 Eliminating the agency go-between through
18 direct hire makes the employer accountable and frees up
19 money that should go to the worker, not the agency.

20 Where employers use temporary workers, we
21 need to bargain to include them in our contracts, which
22 can ensure their pay is comparable to other new hires.
23 They should also have healthcare, union representation,
24 and a clearly defined path to permanent employment.

25 * Insource new and outsourced work.

1 The sourcing of work is a constant battle in
2 most of our work sites. A key to job security is
3 maintaining consistent work. We can secure this work
4 by insourcing jobs we used to perform, and fight for
5 new jobs to be included in our bargaining units.

6 Additionally, we need to tie productivity
7 improvements to bringing in new work from
8 non-bargaining unit employees and outside vendors and
9 suppliers. Insourcing protects jobs and increases UAW
10 membership, allowing the union to build power.

11 Keeping jobs within the UAW contract also
12 helps maintain standards and wages, benefits, and
13 working conditions.

14 * New investment.

15 Keeping fresh products and the best
16 technology in our work sites is vital for job security.
17 Bargaining for new investments in our represented
18 facilities is one way to provide stability and job
19 opportunities to current and future UAW members.

20 These investments give workers a better
21 chance of bargaining good contracts, and protecting
22 jobs now and in the future. This is especially
23 important as industry transitions to new technologies
24 or business models.

25 *Training.

1 Maintaining up-to-date skills is key to
2 ensuring the UAW workforce remain one of the most
3 prepared in the world. We will push for more advanced
4 training, opportunities, provided more frequently, and
5 with industry-leading technologies, the key to
6 unlocking this technology full potential is ensuring
7 our members are fully prepared to use it and receive
8 ongoing training that allows them to troubleshoot
9 issues.

10 Demanding investment in worker training is a
11 critical part of ensuring that new technologies and
12 processes result in quality job opportunities for our
13 members.

14 *Protect health care and retirement security.

15 We will always insist that quality
16 comprehensive affordable healthcare is a minimum
17 standard in the UAW bargaining contracts. We must also
18 prioritize more significant employer contributions to
19 retirement savings plans, whether defined benefits or
20 contribution plans.

21 *Protect workplace health and safety.

22 Nothing is more critical to our union than
23 our members returning home safely at the end of the
24 workday. Our contract protections are even more
25 essential as health and safety regulations are under

1 attack at the state and federal levels.

2 We must defend contract language and
3 practices that benefit our members, and improve areas
4 they have found inadequate.

5 Our approach to health and safety must
6 continue to be comprehensive. We will bargain to
7 reduce hazards, increase safety training, improve
8 ergonomics, and implement proper reporting as well as
9 addressing issues related to the opioid crisis, mental
10 health, and workplace violence.

11 *Fair and inclusive workplaces.

12 We commit to maintaining workplaces free from
13 discrimination, and where opportunities to advancement
14 and training are available to all members.

15 Too often, powerful forces try to use our
16 differences as a means to divide us. We must ensure
17 our workplace embrace diversity and inclusion so that
18 all members enjoy dignity and respect from their union
19 brothers and sisters in management.

20 *Organizing.

21 Our ability to negotiate good contracts for
22 our members is directly related to the union density of
23 our employers, and across our industries. UAW density
24 enables us to bargain from a position of strength, and
25 gives us the power to win economic justice at the

1 bargaining table by taking wages out of competition.

2 Bargaining to organize is a way to grow the
3 power of the local unions by increasing union
4 membership at our work sites, as the risk of whipsawing
5 and flipping work drop when the UAW also represents the
6 other work sites.

7 Bargaining to organize means prioritizing
8 winning contract language, such as allowing card
9 checkoff recognition, agreeing to neutrality in
10 organizing drives, and allowing the UAW access to
11 non-union work sites.

12 Organizing is an investment in the long-term
13 strength of the union and our locals.

14 VICE PRESIDENT BOOTH: Thank you, Sister
15 Tish.

16 We now open the floor for discussion.

17 Without objection, I will proceed through
18 each region, starting with 1A, and take one speaker in
19 favor and one against, until the debate is closed.

20 Be mindful that you have five minutes to
21 speak.

22 1A, for. Yes, Brother, microphone 8.

23 DELEGATE ANTHONY RICHARD: Good afternoon, my
24 UAW brothers and sisters. I'm Tony Richard, first vice
25 president, Local 600, under the leadership of my

1 Regional 1A Director, Laura Dickerson.

2 (Cheers and applause)

3 DELEGATE ANTHONY RICHARD: And also, my
4 president at Local 600, Bernie Ricke.

5 (Cheers and applause)

6 DELEGATE: I stand in favor of this
7 resolution.

8 Some of the key issues in these bargaining
9 resolutions, are fair pay in all sectors of the UAW,
10 also wage disparities need to be addressed in all
11 negotiations. We need to sit down and look at the
12 differences we have, and those type of wages when we
13 sit down at the negotiating table.

14 A safe working environment through health and
15 safety language is one of the keys that we have to do
16 when we sit down and bargain at the table. Those are
17 some of the things that we need to make sure we add in
18 our negotiating language.

19 Reducing the use of temporary workers. They
20 always bring up the absenteeism issues. We understand
21 we have those issues, but we still need to address the
22 issue of them steady adding more and more temps when it
23 comes down to that, and we need to stop that from
24 happening.

25 New investments in our existing plants. What

1 I'm saying is the plants that we have right now, we
2 need to put investments in those plants instead of
3 outside in other plants. Make sure we have new
4 investments in our plants.

5 Insourcing jobs here in America. High paying
6 jobs and benefits are no good if they're overseas. We
7 need to make sure we do that in here. It's a lot of
8 things we gone do at this bargaining convention, that
9 we're going to talk about, that we're going to want to
10 happen at these negotiations and future negotiations,
11 but what we need to do is also make sure that we have
12 jobs here in the United States. That's one of our main
13 goals, is to keep work here, not over in Canada, not
14 down in Mexico, and not overseas.

15 Training is always needed for everyone, newly
16 and existed -- existing union leaders. We need
17 training. I don't care how many years you got under
18 your belt, how long you been here, you're always open
19 for training. Let's get some more training for all our
20 elected officials.

21 (Applause)

22 DELEGATE ANTONY RICHARD: Protecting our
23 healthcare. I've sat down at negotiations over and
24 over again, and they steady want to go over our
25 healthcare.

1 Healthcare is one of the main things that we
2 have in this UAW that we fight for to keep. And this
3 is one of the things that we're also going to have to
4 continue to do. Healthcare is one of the things we
5 negotiated a lot of contracts through our UAW local,
6 and we've also had the issues of making sure they
7 didn't raise that healthcare. The company has enough
8 money where they can pay for folks' healthcare, and we
9 got to make sure we continue to fight for that
10 healthcare.

11 (Applause)

12 DELEGATE ANTHONY RICHARD: And one of the
13 main things is organizing. We have to organize,
14 organize, organize. I'm tired of hearing, when I go to
15 the table, and all they do is, we have to be
16 competitive with non-union sectors. Come on now, every
17 time we sit down at the table, that's all I hear is, we
18 got to be competitive with these non-union companies.

19 Well, no, we need to get and organize them
20 non-union companies and bring them up to the wages we
21 need them to be for UAW wages, livable wages.

22 (Applause)

23 DELEGATE ANTHONY RICHARD: So one thing we do
24 need to remember is, knowledge is power, union unity is
25 power, and the UAW is so powerful.

1 And with this, I stand. And this why I stand
2 for this resolution. Thank you.

3 VICE PRESIDENT BOOTH: Thank you, Brother.

4 1A against. 1A against. One more time, 1A
5 against.

6 1D, in favor. 1D in favor. 1D in favor.

7 1D against. 1D against. And one more time,
8 1D against.

9 2B, for. Thank you, Brother. Microphone
10 six, please.

11 DELEGATE TIMOTHY ELLER: Tim Eller, Local
12 685, Kokomo, Indiana.

13 Insource work and outsource work. I would
14 like it to say something about battery plants.

15 VICE PRESIDENT BOOTH: Brother, are you for
16 or against?

17 DELEGATE TIMOTHY ELLER: I'm both. You're
18 voting on many things here, so --

19 VICE PRESIDENT BOOTH: Thank you. Thank you.

20 DELEGATE: -- I'm against a couple, and I'm
21 for the rest. Is that okay?

22 I would like to say something about battery
23 plants. We're going to lose powertrain jobs, straight
24 across the street, brand-new factory, 1400 jobs, we get
25 132 new jobs. It's going on in GM, Ford, and

1 Stellantis. And it's going to be our big fight. You
2 take all the powertrains out, you ain't got nothing
3 left.

4 I know you're going to try to make it a UAW,
5 but they're going to make it supplier wages. They're
6 replacing our master agreement where we have
7 powertrain, and they want to put in second tier, taking
8 our jobs away.

9 I would like for it to say something about,
10 we will not allow them to not -- to second tier the
11 battery plants, and replace our good-paying union
12 provided jobs, and give them to people who want -- who
13 get half the money.

14 (Applause)

15 DELEGATE TIMOTHY ELLER: Also, on
16 temporaries, I would like for some language somewhere
17 that says how many hours they can work. They forced
18 our temporaries 13 and a half hours a day, seven days a
19 week, for almost a year. That's ridiculous. And we
20 haven't hired any full time, even when we were in
21 hiring mode. They just kept bringing in more
22 temporaries, more temporaries, more temporaries. The
23 temporaries working Monday through Sunday, why ain't
24 they got a full-time worker?

25 I'll tell you about absenteeism. I missed

1 two days in 14 freaking years, and all I ever do is get
2 screwed on my PA days because you can't call them in
3 anymore. We need to stand up to this stuff and let
4 them know we're not going to take it.

5 I would like some stronger language on what
6 we're asking for. Thank you, very much.

7 (Cheers and applause)

8 VICE PRESIDENT BOOTH: Thank you, Brother.

9 We are looking for clarification right now on
10 that language.

11 RESOLUTIONS CHAIR TODD DUNN: Brother, thank
12 you for that question. It's very important to make
13 sure that the membership knows here today, their
14 delegates, when we go back and speak to the remembers
15 at home, that every single one of the resolutions, -- I
16 don't know if Brother Ryan has it in front of him, --
17 but we have a resolutions book that we did. It's about
18 that thick.

19 So we got every single resolution, and every
20 single resolution is numbered, right? So we know where
21 every single resolution falls within these core
22 resolutions. If you have it in front of you, on the
23 resolution's guidebook.

24 So in speaking to some of the things that you
25 want to speak to about EVs, EV work can be found under

1 new tech coordinated bargaining sources -- sourcing
2 wages and salaries letter. And that letter was sent to
3 the IEB as well, so we have a letter to support that.
4 So you will see that coming in up resolutions, not to
5 take anything away from you wanting to see it in this
6 resolution, but I wanted to be clear and make sure that
7 we have everything down and we can tell you where it's
8 at.

9 And there were three letters that we sent to
10 the IEB. And the president, past President Ray Curry,
11 identifying importance in its right, of certain
12 resolutions that were overwhelming that we needed to
13 make sure that we got that to the president and the IEB
14 at that time, and those were dated as well.

15 Is there any other questions I can answer?

16 VICE PRESIDENT BOOTH: Mic 6.

17 DELEGATE WENCESLAO VALENTIN III: Vice
18 President Booth. Wence Valentin, UAW Local 774, out of
19 Region 9. Dan Vicente is our new director.

20 The brother mentioned there's copies of all
21 the resolutions. Where are they? Why can't we see
22 them?

23 VICE PRESIDENT BOOTH: Let me find out.

24 They're bringing up great bringing folders

25 RESOLUTIONS CHAIR DUNN: All right. So all

1 of the resolutions from about this part of the binder
2 to the back. Now, the resolutions are sent in. Now,
3 I'm not a part of the process where the resolutions get
4 sent in. I'm elected by the delegates that are
5 elected, along with me, to come here. I'm elected as
6 chairperson. And we also have other members, the vice
7 chair. We have a recording secretary who has kept the
8 minutes of each day that we've been here. So we've
9 here approximately two weeks full, worth of resolutions
10 committee work in advance.

11 So we reviewed every single resolution, and
12 made sure those resolutions fell within the core
13 resolutions category that's in front of you, altered
14 some of those resolutions to enhance the resolution
15 information that was given to us to put in there, and
16 then we also identified with three letters to the
17 International Executive Board.

18 Now, the question, I guess, would be to the
19 IEB and the President's Office about where are all
20 these resolutions. Obviously, if you have 200
21 resolutions, you can't print a book, I don't think. I
22 guess you could, and maybe you would, but that's above
23 my pay grade.

24 My pay grade is the chairperson of the
25 resolutions committee, to make sure we're doing the

1 work. And I can tell you this, I have some of the
2 greatest humans on planet earth, that are UAW members
3 that did one hell of a job putting together these
4 resolutions.

5 (Cheers and applause)

6 RESOLUTIONS CHAIR DUNN: And every single
7 thing is in here, and it's in here as one union, on one
8 accord, with one mission and one purpose, and that's to
9 make sure our members at home are represented. And I
10 can ensure you everything's in here.

11 And it's in here for your review if you need
12 to see it.

13 DELEGATE WENCESLAO VALENTIN III: Thank you,
14 Brother, though, that wasn't my point.

15 First of all, thank you all for all the work
16 you did on the resolutions committee. I really
17 appreciate that.

18 I noticed yesterday, the constitution was
19 available on PDF form. We could have possibly had that
20 available in PDF form for us all. I don't know what we
21 can pull out. I know our local submitted quite a few.
22 I know the skilled trades council submitted quite a
23 few. Just wondering where they're at. Thank you.

24 VICE PRESIDENT BOOTH: Thank you.

25 So you want the resolutions put in a PDF

1 form?

2 DELEGATE WENCESLAO VALENTIN III: I mean, I
3 don't know --

4 VICE PRESIDENT BOOTH: No, no, I'm not
5 talking about now. In the future?

6 DELEGATE: In the future. I don't think
7 that's feasible now, but in the future, I think that it
8 would be something good to have.

9 VICE PRESIDENT BOOTH: All right. Thank you.

10 DELEGATE WENCESLAO VALENTIN III: Thank you.

11 VICE PRESIDENT BOOTH: 2B against.

12 And let's make this clear. We want to make
13 sure that each and every one of us takes the word back
14 to our membership that we are here to fight for our job
15 security in the future. Have no mistake about that.

16 2B against.

17 Four? Four in favor?

18 Sure, Scott.

19 DELEGATE SCOTT HOULDIESON: Good afternoon,
20 my union family. Scott Houldieson, UAW Local 551,
21 Chicago, Region 4. I want to speak in favor of this.

22 The -- the abuse of temporary workers is just
23 outrageous. And our companies have got in the habit of
24 only hiring temporary workers, and then keeping them
25 temporary for an extended period.

1 I do want to commend the Ford Department.
2 They've been able to put temporary workers on into the
3 full-time status --

4 (Cheers and Applause)

5 DELEGATE: -- quicker than the contract
6 requires. I think -- I think that's a reflection of
7 the business practices of Ford. They want to keep --
8 keep people on. When they have to lay them off for
9 part shortages, they want them to come back. We want
10 them to come back, too. They're our union siblings.

11 So I think that trend should go over to the
12 other companies. But I think the better way to
13 approach this is just to eliminate temporary workers
14 from our contracts.

15 (Applause)

16 DELEGATE SCOTT HOULDIESON: Let's -- if you
17 -- if you can't figure out whether they're a good
18 worker in 90 days then, you know, that's just bad
19 business. You need to be able to manage your companies
20 with full-time workers. We don't want to have to put
21 people through the -- the trials and tribulations of
22 extended temporary status.

23 And then, on -- on healthcare -- I mean,
24 health and safety. You know, back in the 80s, the UAW
25 was doing a study on the -- the environmental effects

1 in these plants, from chemical exposures, and where is
2 that now? We need to pick that ball back up and start
3 protecting our workers in the factories that are
4 dealing in paint departments, in metal -- metal
5 fabrication plants and engine plants, where you have
6 all this -- these chemicals in the air that are
7 bringing -- that are causing health problems for our
8 members.

9 People are getting cancers. People are
10 getting lung disease. We need to bring that study
11 back, and get the research departments and the
12 universities to help us. We're all UAW members, we
13 need to work together. We have some great people in
14 the university systems that are UAW members, that can
15 -- that would latch onto this and want to help us get
16 this problem resolved.

17 So let's -- let's bring the health and
18 safety, bring up the environmental causes of diseases
19 in the workplace. And let's study that and try and
20 find some solutions to that problem. Thank you.

21 (Cheers and applause)

22 VICE PRESIDENT BOOTH: Thank you, Brother.

23 Region 4, against. Region 4, against. And
24 one more time.

25 Six, in favor. Region 6. Region 6, in

1 favor.

2 Region 6, against. Anyone from six against?

3 Region 8, in favor. Grab a microphone.

4 Morning, Brother. Afternoon, Brother.

5 DELEGATE RANDALL WHELAN: Morning.

6 Afternoon.

7 VICE PRESIDENT BOOTH: Yep.

8 DELEGATE RANDALL WHELAN: Randy Whelan, UAW
9 Local 3047, Region 8, Director Tim Smith, and our
10 Assistant Director George Palmer.

11 I stand in favor of this resolution as it is
12 written. Thank you.

13 (Applause)

14 VICE PRESIDENT BOOTH: Thank you, Brother.

15 Region 8, against. Region 8, against.

16 Region 9. Region 9, in favor. Region 9, in
17 favor.

18 Region 9. Go ahead. You've got your hand
19 up.

20 DELEGATE DANIEL MALONEY: Dan Maloney, 1097,
21 here with my Chairman Nick Capone, out of Region 9, Dan
22 Vicente --

23 VICE PRESIDENT BOOTH: Thank you, Brother.

24 DELEGATE DANIEL MALONEY: -- as the director.

25 So I stand in favor of this resolution.

1 We've been the victim of two-tier wages for too long.
2 It's divisive to solidarity within our union. When you
3 work in the same industry, doing the same work for the
4 same employer, we need to be under one national
5 agreement with the same terms and conditions. So I
6 look forward to getting that done in this round of
7 bargaining, as well as the evil of temporary workforce.

8 I agree with Brother Scott, 90 days. If you
9 can't manage the business and figure out if the
10 employee's good, bad, or indifferent in 90 days, you
11 don't deserve to be a manager.

12 So I hope you guys take that on, get this
13 done for us. And one for my brother up on stage, Mike
14 DeLucas, Brother President in the GM system, dock 77.
15 Presidents get 40 hours' pay for about 80 hours' work,
16 right? In the Amalgamated locals, we do all the
17 political action, all the AFL CIO work, all the
18 community outreach stuff. We're busy nights, weekends,
19 unpaid. We want the same rights as dock 46 folks that
20 we help to appoint.

21 So I hope that's kept in mind during this
22 round of bargaining. Thank you.

23 (Applause)

24 VICE PRESIDENT BOOTH: Thank you, Brother.

25 Region 9, against. Nine against.

1 Region 9A, for. Go ahead, white folder.

2 Thank you.

3 DELEGATE HEATHER SANFORD: Hi, my name is
4 Heather Sanford, Local 2121, out of Fox Woods. I am
5 for all the resolutions, but I do want to point out one
6 thing.

7 In the protect workplace health and safety,
8 I'm on the joint health safety panel in my local, and
9 we work with management on all these related issues.
10 But I do want to point out that when we walked in this
11 room today, we were told to hold all belongings above
12 our head, above the metal detectors, and walk through.
13 It kind of defeats the purpose of a metal detector if I
14 can just hold my stuff above my head and not even go
15 through the detectors. It's to protect the workforce.
16 We are the workforce, and we're not even protecting
17 each other as we walk through this door.

18 VICE PRESIDENT BOOTH: Thank you, Sister.

19 9A, against. Go ahead, white folder.

20 Hey, Brother.

21 DELEGATE BRIAN SCHNECK: Hey, Brother.

22 Brian Schneck, president, Local 259, in
23 Region 9A, new director Brandon Mancilla. And I just
24 want to say congratulations to all the new leadership
25 of our union. It's time to galvanize, unite and kick

1 some ass on these bosses. That's what we're here for.

2 (Applause)

3 DELEGATE BRIAN SCHNECK: So I'm opposed to,
4 specifically, the bullet point six, protect health care
5 and retirement security. And this is my reason why.
6 I've been in the UAW, it'll be 30 years this July. I'm
7 getting old, but that's okay.

8 The UAW was successful in creating VIBAS for
9 retirees. We were forced to do that with the
10 bankruptcies in '08. We should be doing the very same
11 thing for our active. Why hasn't the UAW showed some
12 leadership and developed a multi-employer health and
13 welfare fund for the whole union, where each of us
14 would then have the same level of benefit?

15 The problem that we have with healthcare,
16 especially in IPS and smaller locals, is the market is
17 telling our members what their benefits are going to
18 be, and the core structure. We need to become the
19 market. That way, we can tell the providers what we're
20 going to pay.

21 Prescription drug costs are killing us. If
22 we had purchasing power, we could buy in bulk because
23 we're all in one fund. We could drive the cost of
24 prescription drugs down for the entire union, our
25 members, their spouses, and their kids. We could

1 become the market.

2 So I would really -- I'm hopeful, and I'm
3 optimistic that this new leadership will take this into
4 strong consideration, and develop a multi-employer
5 healthcare fund for the entire union, whether it's
6 private sector, in the Big Three, higher ed. Wherever
7 members work, they can be covered by one plan because,
8 after all, we're one union.

9 Thank you, Brother.

10 (Applause)

11 VICE PRESIDENT BOOTH: Thank you, Brother.
12 Your message is heard loud and clear.

13 Do we have anybody from Region 1 speaking
14 for? Sure, white folders -- white papers.

15 DELEGATE DERRICK JACKSON: Good afternoon,
16 Derrick Jackson, Region -- Local 2500, Region 1, under
17 LaShawn English.

18 I'm in support of the bargaining resolution.
19 Particularly, outsourcing in the TOP sector. Health
20 insurance, all of us here, health insurance is
21 important to us because I do work at one of those
22 companies. You call them -- I'm not going to speak to
23 the company's name, but I will say that you call the
24 back of your ID card and you'll, quite often now, get a
25 non-UAW person in another state. And they've even

1 gotten so desperate that they started sending the calls
2 overseas.

3 In our area, now this is your insurance,
4 other countries -- people in other countries now, are
5 being charged with being an expert on your insurance
6 and don't have health insurance in their country.

7 Training. One of the ways in which our
8 bargaining unit has shrunk from approximately 3500
9 members down to about 500 in my local, is outsourcing,
10 okay?

11 In our sector, in TOP, you know, I want to
12 put the sound the alarm that we are a growing sector.
13 We're moving along in terms of across the nation, even
14 out in Region 9. But right here in our back door, we
15 need to get a handle on the outsourcing. I'm very
16 confident that we will be able to do that. I think
17 that we are in a strong position to do so.

18 Organizing. I do agree with the resolution,
19 in particular, on organizing because we need to get
20 into some of the other areas within the company that
21 could be possibly performing work that should be in the
22 bargaining unit.

23 With that, I'm in full support of these
24 resolutions. Thank you.

25 (Applause)

1 VICE PRESIDENT BOOTH: Thank you, Brother.

2 Region 1, against. Go ahead.

3 Call him in the front row. Sorry, man.

4 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj, Local

5 51. I'm against, specifically, the protect the health

6 care and retirement security. While it's good, it's a

7 little vague. And if past contracts have showed us

8 anything, it's the gray area has killed us.

9 While we live and die in the gray, we've been

10 dying in the gray, okay? It says to protect the

11 healthcare and retirement. But anybody hired after

12 bankruptcy, such as myself in 2010, we have no

13 retirement. We have no healthcare after we retire. We

14 have no pensions. There should be something

15 specifically in here that addresses that because it's

16 the biggest elephant in the room.

17 A large part of your workforce is still under

18 a tier-two structure because we do not have any defined

19 retirement. We do not have any defined healthcare.

20 Once we're done at whatever year of service, whether it

21 be 5, 10, 20, or 30 years, once we're done, we're done.

22 They kick us in the ass, we're out the door, and we're

23 on the street.

24 We have a 401K. 401K is great, right? Not

25 if you retire during a recession. Not if you retire

1 when inflation cost is at 10 percent and continuing to
2 rise. We need something comprehensive. We need
3 something specifically defined out. And I'm hoping
4 that the committees and the leadership up there can
5 hear that and get us something solid on the floor.

6 (Cheers and applause)

7 VICE PRESIDENT BOOTH: Thank you, Brother.

8 I'm going to call the question. Is there a
9 -- we need the -- there we go.

10 The question has been called. Is there a
11 motion to close the debate?

12 (Motion made)

13 VICE PRESIDENT BOOTH: Is there support?

14 (Motion supported)

15 VICE PRESIDENT BOOTH: All those in favor of
16 closing the deport -- debate, say aye.

17 Any opposed?

18 Motion carries.

19 (Motion carried)

20 VICE PRESIDENT BOOTH: I would now like to
21 call up President Shawn Fain.

22 (Applause)

23 VICE PRESIDENT BOOTH: I did something wrong.
24 What's up?

25 All those in favor, say aye. We did that.

1 Hold on a second.

2 I messed that up, so we -- the motion was to
3 close the debate on the resolution. And then, we --
4 we're going to vote on all the resolutions at the end
5 of the day.

6 Is that a correct statement? End of the
7 convention.

8 So now, okay, let me start all over. We're
9 good? Okay. I'm hearing -- I'm seeing thumbs up, so
10 here's Shawn.

11 MR. FAIN: All right. Now, I'm going to call
12 Region 6 Director Mike Miller for purposes of
13 introduction.

14 (Cheers and applause)

15 DIRECTOR MIKE MILLER: Hello, delegates. It
16 is my pleasure to introduce our next speaker, Christine
17 Olivier.

18 Olivier was elected as Assistant General
19 Secretary of IndustriALL Global Union at its third
20 Congress in September of 2021. She is from Atlantis,
21 in the Western Cape province of South Africa.

22 Christine started working at an electronics
23 factory in 1987, and worked there until it closed in
24 2015. In the late 1990s, she was elected shop steward
25 at the plant she worked, then became chairperson of the

1 local union branch of the National Union of Metal
2 Workers of South Africa, NUMSA. And in 2003, deputy
3 chairperson of the NUMSA Western Cape.

4 Christine became the first woman regional
5 chairperson in NUMSA, when she was elected chairperson
6 of NUMSA Western Cape in 2005.

7 During her trade union career, Christine has
8 also held the positions of Western Cape Provincial
9 Office Bearer, Treasurer of the Congress of South
10 African Trade Unions (COSATU), and NUMSA National
11 Gender Chairperson. Between 2008 and 2013, Christine
12 was Second Deputy President of NUMSA, and First Deputy
13 President between 2013 and 2016.

14 For many years, international relations have
15 been central to Christine's work. And she is a former
16 Executive Committee member of IndustriALL, and has also
17 served as co-chair of IndustriALL's Women's Committee
18 and of IndustriALL's Automotive Committee.

19 Since 2007 [sic], Christine has worked as
20 NUMSA's international office.

21 Please join me in giving a warm UAW welcome
22 to our sister, Christine Olivier.

23 (Applause)

24 CHRISTINE OLIVIER: Dear colleagues and
25 comrades, allow me to thank you for the invitation to

1 attend your Special Collective Bargaining conference.

2 It's really a great honor for me to be here, and I

3 bring you revolutionary greetings from IndustriALL

4 Global Union, and its more than 50,000 members.

5 Your conference takes place at a very, very

6 difficult time for the labor movement. Workers are

7 under constant attack and pressure to work longer

8 hours, losing their jobs and their hard-earned rights

9 and benefits.

10 Workers' fundamental labor and trade union

11 rights are under siege from a very greedy capitalist

12 system. We're seen as only as creators of wealth, but

13 not as partners who should say in the wealth that we

14 are creating as workers.

15 There's also attack on collective bargaining.

16 Employer's capital wants to see collective bargaining

17 collapsing in our hands. Even governments today, value

18 profits for a few corporations over the lives of

19 billions of people.

20 In the last decade, we have seen deepening

21 and sharpening contradictions between those who own the

22 means of production, which is the capitalist class, and

23 those who have nothing but the labor to sell, which is

24 us as workers.

25 We have a huge challenge in the world of work

1 for sustainable, secure, and decent employment,
2 especially with the massive transformation that we are
3 facing today. And delegates here today spoke a lot
4 about the challenges that you are confronted with as
5 workers.

6 But on top of this, there's one thing that I
7 need to stress, the fact that the labor movement have
8 become less militant over the past few decades. And
9 this is a challenge that we need to -- or a narrative
10 that we need to defeat.

11 As workers, we need to go back to basics. We
12 need to push back the attack of employers on the
13 hard-earned gains of workers.

14 We know that collective bargaining processes
15 are very challenging, but it's important to emphasize
16 that no collective bargaining around can develop
17 meaningful results for workers unless workers
18 themselves are mobilized around the demands which
19 require maximum unity amongst workers, even in the face
20 of fears, internal disagreement.

21 From where I come, we say there can be
22 nothing about us without us. Being able to represent
23 and negotiate on behalf of workers, it is one of the
24 most powerful tools that we, as trades unions, have.
25 And at the same time, if we are unable to represent

1 workers through these collective bargaining processes,
2 we leave them vulnerable and open to abuse and
3 exploitation, which we see on a regular basis in our
4 workplaces.

5 Through this process, all of you who are
6 gathered here today are the voice of those who are
7 unable to express themselves confidently in arising
8 their demands.

9 As a key and strategic union, the
10 discussions, and the unfolding processes and
11 eventually, the agreements that you will enter into, is
12 an important cornerstone for collective bargaining
13 processes elsewhere. So everyone is watching keenly,
14 the outcomes of this conference.

15 I want to, as I'm talking about workers
16 elsewhere in the world, I think it's important to
17 recognize that workers around the world face similar
18 challenges, and that we as workers must work together
19 in addressing them. International solidarity, -- and I
20 see on the walls, you talk about global solidarity.

21 International solidarity is about supporting
22 workers in other countries who are fighting for the --
23 for their rights, and standing up to oppressive
24 employers and governments. It is about recognizing the
25 workers in one country's struggle are connected to the

1 struggles of workers in another country. We have
2 similar challenges as workers.

3 We live in a world that is increasingly
4 globalized, and the challenges facing workers are
5 global in nature, from low wages and poor working
6 conditions, to the erosion of workers right and the
7 rise of precarious work, which you mentioned here in
8 your conference, workers around, as I said, for similar
9 challenges.

10 And sometimes, we underestimate our own
11 collective power and the importance of international
12 solidarity. We must take a leave from the uprising of
13 workers around the world who are taking to the streets
14 to push back the unslotted, under fundamental human and
15 trade union rights of workers.

16 We see how workers are fighting in France as
17 the Government is determined to bring about pension
18 reforms at the expense of workers.

19 We saw how the working-class fought in Brazil
20 against a right-winged government. And we need to
21 acknowledge the role of the labor union in the U.S.,
22 your role in bringing about change, not only in Brazil,
23 but also in Mexico, in many other -- and in many other
24 countries, including the country where I'm coming from.
25 The Apartheid movement, the Anti-Apartheid movement in

1 the U.S. made sure that we are liberated today in South
2 Africa. Although we don't have economical freedom, but
3 at least we have the political freedom in my country.

4 And this must continue -- and this must
5 continue to be one of the key pillars of the work that
6 you are doing from shop floor through all the levels of
7 your organization. Championing and promoting
8 worker-to-worker contact, union-to union contact,
9 uniting the work -- working class separated by rivers
10 and forests, and at the same time, raise the level of
11 consciousness of workers at the shop floor level, of
12 the struggle of workers across the world.

13 Let us support our fellow workers around the
14 world, and together to create a better and more just
15 world for all of us.

16 I also want to take this opportunity to wish
17 you all the best in your deliberations as you prepare
18 for your collective bargaining processes. You have a
19 huge fight ahead of us, but just know that we are
20 behind you in all of the challenges that you will
21 confront during this process.

22 I also want to take this opportunity as I'm
23 concluding, to congratulate the new incoming UAW
24 President, Comrade Fain. We are looking -- Shawn, we
25 are looking forward to working with yourselves as we're

1 confronting the challenges that workers are confronted
2 today.

3 I also want to wish Comrade Ray -- I'm not
4 sure whether he is here today, but I also want to wish
5 him all the best. And thank you for working with us,
6 as IndustriALL Global Union.

7 In my country, I would say Amankla (phonetic)
8 and you would say away to, all power to the workers.

9 Thank you, so much.

10 (Applause)

11 PRESIDENT FAIN: All right. Thank you,
12 Sister Christine Olivier.

13 I now call Region 4 Director, Brandon
14 Campbell for purposes of introduction

15 DELEGATE CASEY FARNSLEY: Casey Farnsley,
16 Local 862, Kentucky Truck Plant. I don't know if it's
17 possible since we've adopted the rules as written
18 already, but is it possible to vote on moving guest
19 speakers to the end, after all convention business is
20 done?

21 (Applause)

22 DELEGATE CASEY FARNSLEY: No disrespect to
23 any of the guest speakers.

24 PRESIDENT FAIN: We have a motion on the
25 floor? Is that a motion?

1 DELEGATE CASEY FARNSLEY: Yes, sir.

2 PRESIDENT FAIN: Okay. So we need a motion
3 and a second, and it will take two-thirds to pass.
4 It's not debatable.

5 So do you have a motion?

6 DELEGATE CASEY FARNSLEY: Yeah, that's my
7 motion.

8 (Motion made)

9 PRESIDENT FAIN: Okay. Is there a second?
10 Okay. Motion is seconded.

11 (Motion supported)

12 PRESIDENT FAIN: We need two-thirds to pass.
13 All those in favor, signify by saying aye. Those
14 opposed.

15 Okay. Motion failed. It needs two-thirds to
16 pass, so I will now call Region 4 Director, Brandon
17 Campbell, for purposes of introduction.

18 (Motion failed)

19 (Applause)

20 DIRECTOR BRANDON CAMPBELL: Good afternoon,
21 UAW.

22 It's my pleasure to introduce our next
23 speaker, Lana Payne.

24 Lana was elected national president of Unifor
25 in 2022, becoming the first woman to hold this

1 leadership office. Before her election, Payne served
2 the union as Secretary-Treasurer from 2019 to 2022.

3 Payne brings three decades of inspired
4 leadership to workers, including through her previous
5 position as Atlantic Regional Director.

6 A proud feminist and activist, she found her
7 home in the labor movement in 1991, with the fish,
8 food, and allied workers, Canadian auto workers,
9 FFAW/CAW.

10 A former journalist, Payne wrote a newspaper
11 column for more than 20 years, and was named one of
12 Canada's 23 bold women of vision. As president of the
13 Newfoundland -- New Finland [sic] and Labrador
14 Federation of Labour, she utilized her media experience
15 to raise the profile of the labor movement, and
16 successfully achieved significant changes to minimum
17 wage and labor laws.

18 Since Unifor's founding, Payne has advocated
19 for a stronger union and worker rights, helped to
20 ensure paid leave for victims of domestic violence in
21 the Atlantic Region, and was a leader in the fight back
22 against Nova Scotia's unprecedented attack on workers.

23 In her former role as Unifor
24 Secretary-Treasurer, she coordinated Unifor's pandemic
25 response, including the fight for paid sick days and

1 stronger employment insurance, and navigated the union
2 through a financial crisis.

3 Please welcome Unifor President, Lana Payne.

4 (Applause)

5 LANA PAYNE: Well, it's quite the crew we
6 have here in this room.

7 Good afternoon, sisters and brothers, and
8 dear friends. Good afternoon, UAW.

9 It is my pleasure to bring greetings and
10 solidarity from Canada, from Unifor, and from your
11 315,000 trade union comrades in the north. I also
12 bring greetings on behalf of Len Poirier, our national
13 Secretary-Treasurer, who is here with me this week, and
14 our entire elected leadership team.

15 I know I speak for the Unifor crew, who have
16 traveled with me, when I say that I am truly honored to
17 be in this room and in this hall with you today.

18 Before I get into my remarks, though, I want
19 to acknowledge your newly elected national President,
20 Shawn Fain, --

21 (Applause)

22 LANA PAYNE: -- and I want to congratulate
23 him and the entire UAW leadership team. Not only for
24 their election, but for committing to serve the diverse
25 membership of this great union.

1 I also want to give a special shout out to
2 Sister Margaret, your newly elected
3 Secretary-Treasurer, the first African American woman
4 to hold this post in your union. Congratulations,
5 Sister.

6 (Applause)

7 LANA PAYNE: No easy feat.

8 Representing members as elected officers is a
9 great privilege, and an even greater responsibility.
10 I've already expressed to Shawn, my belief that we are
11 experiencing a special moment across the working-class
12 in North America, and that if we organize enough to
13 seize it, we can profoundly change the future for
14 working people in both our countries.

15 In his response to me, Shawn said he's
16 looking forward to being in this fight together, and I
17 couldn't agree more.

18 (Applause)

19 LANA PAYNE: And I'd be remiss if I didn't
20 also extend my sincerest gratitude to Brother Ray
21 Curry, someone who I have come to know, and who I have
22 great respect for.

23 (Cheers and Applause)

24 LANA PAYNE: Thank you, Ray, for all you have
25 done for working people over many, many years.

1 Now, in case you're wondering, yes, we do
2 read American news in Canada, and there's quite a lot
3 of it. In fact, we just heard the great news, as you
4 did today, that the State of Michigan has become the
5 first in many decades, to strike down right to work
6 laws in your country.

7 (Cheers and applause)

8 LANA PAYNE: As they should.

9 Congratulations to every single one of you on
10 a hard-fought battle and victory.

11 And yes, like so many in the international
12 labor movement, we've been following the news of your
13 union and what's been happening over the past few
14 years. I'm not sure how much Canadian news finds its
15 way south of the border, but so you know, we've had
16 some stuff happening on our side, too. That's partly
17 why I'm here today, in fact, standing before you as the
18 first woman in Canadian history to lead an industrial
19 union.

20 (Applause)

21 LANA PAYNE: Truly the most profound honor of
22 my life.

23 You know, we're all pretty lucky that we
24 operate in democratic spaces such as these ones. There
25 are very few of them left in the world that we live in

1 right now. And as we all know together, democracy can
2 be hard and sometimes messy. All of us, though,
3 organize, because we all believe in a better union.
4 Everything we do in these halls, whether they be
5 convention halls or local union halls, matter to our
6 members. It matters a great deal. In many ways, these
7 are halls of legacy, halls of struggle, halls built by
8 the calloused and bloodied, and warm, and carrying
9 hands of working people built by those who came before
10 us. And yes, with heart and pride, and a lot of
11 courage, too.

12 Our two unions share a deep and interlinked
13 history, as some of you already know. A history of
14 triumph and tension. It's a unique relationship among
15 unions, unlike any other that I know of.

16 I'm reminded of this shared history every
17 time I visit our Unifor Family Education Centre,
18 formerly, the UAW Canada Family Education Centre in
19 beautiful Port Elgin, Ontario on the shores of Lake
20 Huron. A centerpiece of this space is a beautiful wood
21 burning fireplace with a circle of benches surrounding
22 it. And as Unifor members sit and keep warm because
23 you know, it can get pretty cold in Canada, and taking
24 a break sometimes, from a conference or strategy
25 session, or a workshop or some inspiring union

1 training, their eyes are drawn to a large black and
2 white photo of Walter Reuther, hands in his pockets,
3 standing outside the Ford River Rouge Plant in
4 Dearborn. It was 1937.

5 Reuther and other union reps are staring down
6 a gang of employer thugs. Within minutes of that photo
7 being taken, those thugs proceeded to kick and punch
8 and beat and bloody our union brothers, before turning
9 to attack the union sisters who were leafletting the
10 plant, as if violence and intimidation could ever stop
11 a workers' resolve for fairness and respect.

12 (Applause)

13 LANA PAYNE: We are all here, every single
14 one of us, because of the courage of those who came
15 before us. The rest, of course, is history. Ford was
16 unionized. Auto workers were empowered. Workers all
17 throughout North America turned their attention to this
18 union for its leadership, for its fearlessness, and for
19 its strength.

20 My friends, let me tell you something,
21 workers still do. Workers all across the United
22 States, on both sides of the border, workers look to
23 the UAW and to Unifor. I can't tell you how many of
24 our members, young and old, come to that education
25 center for the first time, stare at that photo, and

1 share strength from that moment.

2 There are important lessons that we can take
3 from this picture, from that historic time. The union
4 -- the union is made of the strongest stuff. No matter
5 how beaten or bloodied, whether from the sticks and
6 clubs in the hands of company goons, or from full-out
7 political attacks on our trade union freedoms, or
8 whether it is the hate, the sexism, the racism designed
9 to divide workers, we endure. We endure for the
10 members and for working people everywhere. We endure
11 because if we don't, who would change this world? Who
12 will bring workers the dignity that each of them
13 deserve? Who will fight for our fair share of the
14 economic pie if it is not us?

15 My friends, this is our challenge as trade
16 unionists. This is our burden, and it is a heavy one,
17 but it's also a privilege because there is great joy in
18 the struggle every day, even in our darkest moments.
19 Let me assure you that today and every day, there truly
20 is no power greater, anywhere beneath the sun.

21 As you all know, 2023 is shaping up to be a
22 pretty defining year for the labor movement in North
23 America. We find ourselves in a moment that is
24 different than past decades.

25 Central bankers are waging a class war

1 against working people. The cost of everything has
2 skyrocketed. Inflation has hit 40-year highs. Workers
3 are struggling to keep up. You know all of this. But
4 one thing is for certain, workers' wages are not the
5 problem. No matter how many times right-wing
6 economists or federal bankers say it, it still doesn't
7 make it true. What is true, though, is that corporate
8 profits have never been higher. And yet, bankers think
9 the answer to inflation is unemployment, to throw
10 workers to the wolves.

11 We don't accept this, not today, not ever.
12 We will not accept that workers must lose, to fight
13 inflation. And make no mistake, we will continue to
14 fight, all of us together, hard against any anti-worker
15 attack, no matter where they come from.

16 Let me also be clear, workers have every
17 right to demand more and better from their employers.
18 Every right.

19 (Applause)

20 LANA PAYNE: And they are. We see it every
21 day at Unifor, at every bargaining table, in all
22 sectors where we represent working people.

23 And while the cost of living is a key
24 priority, there are many other challenges facing
25 workers. You've been discussing them here all day. It

1 was workers who got us through the world during the
2 biggest health crisis in our lifetime. Healthcare
3 workers, transit workers, manufacturing and auto
4 workers, education workers, warehouse workers, and yes,
5 grocery store workers. Workers everywhere kept the
6 economic wheels turning, often at risk to their own
7 health and safety.

8 And most, most weren't even given a pat on
9 the back or a word of thanks. And in the face of that
10 disrespect, workers are now fighting back in glorious
11 fashion all over North America, all over the world.

12 What's also obvious is that most governments
13 in capitalist economies can't seem to think and plan
14 beyond the next fiscal quarter. A failure to plan
15 forces governments and employers to draw upon and draw
16 up quick fixes that never seem to work, that leave
17 workers, especially women and other marginalized
18 groups, behind. That's why workers need unions, so
19 they have a place to build collective power and fight
20 these forces.

21 Just last week, I was lucky enough to attend
22 an official dinner welcoming your president, Joe Biden,
23 to Canada. Well, me and a few other Canadians, about a
24 hundred, two hundred, five hundred of us. I wasn't
25 there alone. President Biden, though, not only brought

1 a message of shared opportunity and unity, he brought a
2 message of solidarity to Canada. I don't think the
3 word union was mentioned so many times in such a
4 positive light, in the history of our house of commons.

5 And watching, I have to say, right-winged
6 opposition conservatives squirm in their seats for 30
7 minutes was pretty great.

8 I will say, though, that from our vantage
9 point, what the U.S. is currently doing, and the Biden
10 Administration specifically, on economic and industrial
11 policy is quite impressive. I have not seen this level
12 of ambition to onshore critical manufactured goods,
13 invest in domestic value chains, and promote clean tech
14 from any government in my lifetime.

15 (Applause)

16 LANA PAYNE: It's impressive.

17 And if this is the economic race that the
18 U.S. has started, it's a damn good one. And it's one
19 that Canada and the U.S., like most things, will win as
20 running mates. A race that will be won by securing
21 good jobs with collective agreements for all. A race
22 that will be defined by its worker centric policies.

23 Our members were incredibly relieved to see
24 that the Inflation Reduction Act set a special carve-in
25 for Canada on EV consumer rebates. We were equally

1 disappointed that a UAW proposal to require union labor
2 as part of those rebates was scrapped.

3 But if all goes to plan and we continue to
4 see major investments by both the American and Canadian
5 governments, the auto industry of the future, batteries
6 and all, will be built on these North American shores
7 with unionized labor.

8 (Applause)

9 LANA PAYNE: And friends, I want to remind
10 you that much of that is our collective doing. When
11 others said there was no future in factories, we all
12 pushed back. We occupied workplaces. We set up picket
13 lines. We ran campaigns.

14 When General Motors -- when General Motors
15 informed us at Unifor, in 2018, that they would close
16 the Oshawa Assembly Plant, the response from our union
17 was fierce. And it did feel like the entire Canadian
18 population rallied behind our members. Canadians
19 recognized, as Americans do, the critical importance of
20 building things and building where you sell.

21 Today, my friends, that plant is back up and
22 running, --

23 (Cheers and applause)

24 LANA PAYNE: -- building trucks around the
25 clock.

1 It has rejuvenated an entire community and
2 region. And what's most inspiring -- what's most
3 inspiring, is half of the workers in that plant are
4 union sisters. Half of the plant.

5 (Applause)

6 LANA PAYNE: We told the world we'd win that
7 fight and, we did. Even when politicians warned us
8 that the ship had sailed, we didn't flinch from our
9 purpose.

10 As my friend and former Canadian auto workers
11 president Buzz Hargrove says, and reminds me every time
12 we speak, fighting back, Lana, always makes a
13 difference.

14 Indeed, friends, when we fight, when we
15 organize, we win every single time.

16 (Applause)

17 LANA PAYNE: And we have a fight on our hands
18 right now. The challenge is immense. As countries
19 around the world chart their path to net zero, we
20 better be prepared. We need to plan. We need to plan
21 responsibly, so that industries don't collapse. We
22 need to plan so not a single -- we need to plan, so not
23 a single worker is left behind. Not one worker.

24 Industrial strategy takes money. It takes
25 vision. One that is put forward by workers in that

1 industry. And it requires government to play a leading
2 role. It also has to start somewhere, and it has
3 started in the auto industry.

4 The shift to EVs is historic. As monumental
5 a change as there has ever been in the history of car
6 making. And there's a lot to be excited about.

7 EV investments over the past two and a half
8 years have given many Unifor assembly plants in Canada
9 new life, new hope. These investments are spurring
10 others along the supply chain. Politicians are lining
11 up to tour our factories. EVs, it appears, are the
12 secret sauce. But it's not all good news. We all know
13 this in this room. And everyone needs to understand
14 that outside of this room.

15 Workers in the supply place will be affected.
16 We've already seen it in Canada, and we are going to
17 see more of it. So I can't stress this enough, how the
18 auto sector transition is managed will be the litmus
19 test for transitions in other places.

20 The entire world is watching right now, so we
21 have to get this right. We have to get the policy
22 right. We have to get the bargaining right so we're
23 protecting workers, or this doesn't work.

24 In 2022, our union released a new auto
25 strategy called Navigating the Road Ahead. It's a

1 vision about how we manage this transition in a way
2 that makes sense for working people. How we ensure job
3 opportunities for auto workers, how we tailor social
4 and income supports. How we expand our collective
5 bargaining rights and grow good union jobs all along
6 the way.

7 This is the level of ambition governments
8 need to have. These are the assurances that auto
9 workers need. These are the assurances that all
10 workers need, because my friends, workers are not going
11 backwards.

12 This transition will not have workers going
13 backwards. Because together, we are going to fight
14 like hell to make sure that they don't.

15 (Applause)

16 LANA PAYNE: And that leads me to this year,
17 a very important, very historic bargaining year. The
18 first time since 1999, that our two great unions will
19 get to bargain at the same time, not counting, of
20 course, 2009 financial crisis.

21 (Applause)

22 LANA PAYNE: This timing creates a unique
23 opportunity for auto workers on both sides of the
24 border, and I look forward to discussions with your new
25 elected leadership team as we move into this important

1 bargaining time.

2 At Unifor, we've got a lot of issues to
3 discuss, and a lot of ground to cover. We'll be
4 talking wages and the cost of living. We'll be talking
5 about pensions, whether the companies want to or not.
6 We'll be talking about job quality and income security
7 and health and safety, including mental health, and
8 seeking clarity on future product plans. And we'll be
9 talking about investments wherever we can.

10 I know these are also top-of-mind issues for
11 UAW members, too. They are top-of-mind issues for
12 workers everywhere. And that's why conventions like
13 this are so very important.

14 It's important that unions like the UAW, like
15 Unifor, create these spaces to engage all the union.

16 The UAW is a vibrant and diverse union, with
17 members working in many sectors of the economy.

18 Unifor, too, has grown to represent workers
19 in more than 20 distinct sectors from energy to
20 education. Shout out to the education workers in the
21 room. I know there's a lot of you.

22 (Applause)

23 LANA PAYNE: Retails to railways, healthcare
24 to hospitality, transit to trucking, media to mining.

25 Just last week, Unifor launched our own

1 process to revise our national collective bargaining
2 program. We are encouraging members to participate
3 directly in that process, to share their stories, to
4 present their best ideas so that we can develop a
5 program that is responsive and reflective of their
6 needs and their demands.

7 We're going to host a summit, just like
8 you're doing, to discuss, debate, and embrace that
9 program. A program that will carry us forward through
10 the coming years.

11 My friends, we have a moment here to develop
12 our unions and our bargaining strategies in a way that
13 is both big and bold. Our unions are more than our
14 presidents. Let's be clear. Our unions are about all
15 of you making your workplaces better and stronger. All
16 of you building your local unions in communities across
17 the United States.

18 Bargaining contracts is more than just give
19 and take. We know this. It's transformative. It's
20 social. It's about using our union power to raise
21 expectations about what is a good life, here and
22 everywhere. It's about inspiring others to step up, to
23 demand fairness, too, to take our share of the wealth
24 we create.

25 Our unions are about building worker power.

1 They have always been about building worker power. And
2 so, from the bottom of my heart, I wish you a wonderful
3 convention.

4 And know this, in the months and years and
5 decades to come, we are going to do great things
6 together. Of that, I have no doubt we will do great
7 things. We will do good for our members. We will
8 continue to change this world. And when future
9 generations reflect back on this time, let the record
10 show that our two great unions stood together shoulder
11 to shoulder in solidarity.

12 Thank you, very much, sisters and brothers.
13 Have a great convention.

14 (Cheers and applause)

15 PRESIDENT FAIN: Thank you, President Payne.
16 I just want to say one thing real quick, if you would.
17 Thank you, President Payne. I look forward between the
18 UAW, Unifor, and all the unions globally. If we are
19 going to take on these global conglomerates, we have to
20 come together. Not just in this room, not just in our
21 worksites in the UAW. But globally. These are global
22 corporations. And they are unified in defeating us and
23 hurting us. So we have got to come together. So I
24 look forward to what the future holds for us working
25 together.

1 I am sorry, Brother.

2 DELEGATE NOLAN TABB: Nolan Tabb, Local 281.
3 John Deere, Davenport, Iowa.

4 I thank the president of Unifor. I thank
5 you, President Shawn Fain.

6 Before we continue with the critically
7 important topics of building International solidarity,
8 I want to rise and advocate for all the members who
9 don't have something that's also critically important,
10 in a cost-of-living adjustment.

11 With inflation approaching 10 percent, and
12 members everywhere continuing to lose their purchase
13 power by the day, auto workers and members all over the
14 UAW deserve to have wage protections in our contracts.

15 At John Deere, we have another convention
16 cycle before we have our next contract. And we have
17 won COLA through the strike that we had in the fall of
18 2021. So I am not standing here to fight for myself.
19 I am standing here to fight with everyone else in our
20 membership who doesn't have a cost-of-living.

21 And with that, I move to pull a resolution to
22 renew the cost-of-living wage adjustment across all
23 sectors as passed by many locals, specifically for
24 Chicago, Local 551.

25 (Motion made)

1 DELEGATE NOLAN TABB: And I have it available
2 if it needs to be read.

3 (Motion supported)

4 PRESIDENT FAIN: All right. We have a motion
5 and a second to pull a cost-of-living resolution.

6 We will need I believe 98 delegates to pass,
7 98? Okay. So we need 98 delegates to pull it out. So
8 I will -- we have a motion and a second.

9 All those in favor.

10 Is everyone satisfied that's 98? Or do you
11 want to do a show of hands?

12 One more time. I have a motion on the table.
13 All those in favor, say aye.

14 Okay. I am going to say that's 98.

15 (Motion carried)

16 PRESIDENT FAIN: So we will pull that
17 resolution out and move with it.

18 Nolan, so just, yes, Brother.

19 DELEGATE ROBERT REYNOLDS: Bob Reynolds,
20 Local 897, Buffalo, New York, President Pat Radtke.

21 I just need to clarify. Are we speaking on a
22 specific resolution from the resolution book?

23 Or are we going to address cost-of-living out
24 of this book that was presented by the resolution
25 committee?

1 PRESIDENT FAIN: So that's what we were just
2 discussing.

3 So a motion has been made to pull the
4 cost-of-living resolution out and read it and vote on
5 it separately, although it is addressed in a further
6 resolution, we will, because that was the wish of the
7 body, we will pull this out and read this resolution
8 separately. So that is the plan.

9 DELEGATE ROBERT REYNOLDS: So as a point of
10 information, is there a way you could pass out what
11 that resolution states so we can physically read it?

12 PRESIDENT FAIN: Let me check and see if we
13 can get this on the screen.

14 DELEGATE ROBERT REYNOLDS: That would be
15 good, Chairman. Thank you. Mr. President, thank you.

16 PRESIDENT FAIN: And Brother, will you want
17 to read the resolution? We can put it on the screen.
18 I don't know if you want to read it to the body. But
19 let me check. Can somebody follow up and see if we can
20 get that on the screen by chance?

21 So if you would, Brother, read the
22 resolution. We will get -- we will try to get it on
23 the screen. If we can't, we will get copies made. You
24 know, when a resolution is pulled out like this, we
25 don't have a thousand of them handy to hand out right

1 now.

2 DELEGATE NOLAN TABB: I do have a copy of the
3 verbatim resolution that was passed by -- for Chicago
4 Local 551 here.

5 Whereas, members have suffered with losing
6 purchasing power to inflation for the last 13 years;

7 Whereas, the cost-of-living allowance or COLA
8 tied to the Bureau of Labor Statistics Consumer Price
9 Index have been a staple of UAW contracts for decades
10 until they were suspended in the Big 3 auto contracts
11 in 2009;

12 Whereas, when 48,000 UAW workers at the
13 University of California went on strike, their core
14 demand in the initial proposal was a COLA tied to
15 increasing in housing costs;

16 Whereas, COLA is widely recognized as a moral
17 and economic principle from union contracts to the U.S.
18 Social Security program;

19 And whereas, having COLA in UAW contracts was
20 an advantage when organizing the unorganized;

21 Whereas, COLA is in no way a replacement for
22 substantial wage increases which should be bargained
23 for regardless during negotiations;

24 Whereas, many UAW members were deemed
25 essential workers during the pandemic, while executives

1 have the luxury of safely working remotely;

2 Therefore be it resolved that this bargaining
3 convention of the International UAW go on official
4 record as supporting the fight for COLA in all UAW
5 contracts without diversions of a portion for other
6 uses, striking if necessary to achieve these goals.

7 Be it further resolved that the UAW's initial
8 proposal during bargaining across all sectors will at
9 minimum be a COLA provision in all UAW contracts.

10 (Applause)

11 PRESIDENT FAIN: I am going to ask, Brother,
12 can you bring that forward so we can try to get this
13 put on the screen? And we will have discussion. We
14 will make it.

15 All right. We are going to at this point
16 proceed through each region.

17 Ask one person to speak in favor.

18 One person to speak against.

19 We will go through each region.

20 And each speaker cannot speak more than five
21 minutes.

22 And we will go through each region at that
23 point.

24 So I will just start with Region 6.

25 Anyone want to speak for the resolution?

1 Yes. With the regular.

2 DELEGATE SHEILA KULKARNI: Hello. Good
3 afternoon, everyone.

4 My name is Sheila Kulkarni. I am a delegate
5 from Local 2865, the University of California Academic
6 Student Workers.

7 I am a proud member of Unite All Workers for
8 Democracy, UAWD. And I support this resolution to
9 renew COLA wholeheartedly.

10 At 2865, we went on a six-week strike
11 recently. We have seen many pictures and videos of it
12 up here, alongside our union siblings in 5810, and
13 student researchers who won a first contract.

14 Our signature demands of this strike was
15 COLA, a cost-of-living adjustment which would tie wage
16 increases to the rising cost-of-living in the cities we
17 live and work in.

18 Academic workers desperately need a COLA.
19 Many of us live in employer-provided housing. So the
20 UC is both our employer and our landlord.

21 The majority of UC workers are rent burdened.
22 So every month we get our paycheck. And for so many of
23 us, 40, 50, 60 percent of it, we just hand right back
24 to our employer in the form of rent.

25 This is why we struck for a COLA. Because

1 there is no point to a wage increase if the employer
2 can just claw it back whenever they want in the form of
3 rent.

4 Wage increases must come with a COLA.

5 After ratifying the contract on Christmas
6 Eve, a contract which did not include a COLA, our
7 employer, the UC, immediately invested 4 billion
8 dollars in the private equity firm Blackstone. You may
9 be familiar with Blackstone. After the 2008 housing
10 crisis, Blackstone bought foreclosed single-family
11 homes, flipped them into rentals. And took in billions
12 of profits.

13 And this has not stopped. Two days ago it
14 was reported that Blackstone bought thousands of
15 affordable housing units in San Diego, which is home to
16 UC San Diego, the third largest unit in our amalgamated
17 local. They bought thousands of these subsidized
18 housing units, and jacked up the rent 40 to 60 percent.

19 And this is a corporation that our employer
20 just invested billions of dollars in.

21 This directly affects the lives of thousands
22 of UAW members who live there.

23 And without a COLA, we are seeing our
24 employer literally invest in and profit off of
25 worsening the houselessness and eviction crisis. They

1 are profiting off of UAW members' housing insecurity.

2 We desperately need a COLA. And that is why
3 I wholeheartedly support passing this resolution to
4 support COLA in all sectors of the UAW.

5 Thank you.

6 (Applause)

7 PRESIDENT FAIN: Thank you, Sister.

8 Is there anyone in region 6 that wants to
9 speak against this?

10 With the hat.

11 DELEGATE JACOB LLOYD: Hello. My name is
12 Jacob Lloyd, Local 79 delegate.

13 I think we are all here for COLA.

14 But what we are not for is hamstringing our
15 bargaining units who are going to go out there and do
16 the best for their members they possibly can.

17 We need to let them be open and available.
18 We cannot set terms that employers will absolutely have
19 to make, or they will leave the country. We have to
20 allow our bargaining units to do their jobs. Consider
21 that.

22 (Applause)

23 PRESIDENT FAIN: Thank you, Brother.

24 We will move to Region 4.

25 Anyone want to speak for?

1 Red card.

2 DELEGATE SCOTT HOULDIESON: Good afternoon,
3 union family. My name is Scott Houldieson, from UAW
4 Local 551, in Chicago, Region 4.

5 I speak in favor of bringing back COLA to
6 contracts. And putting COLA in contracts where they
7 never existed.

8 We are experiencing as workers in this
9 country some of the worst inflation in decades. Our
10 wages are falling behind the wages -- our purchasing
11 power is falling behind because our wages aren't
12 keeping up.

13 So it's long past time to bring back COLA.
14 And this year in auto bargaining especially. In 2009,
15 we sacrificed along with the companies so that they
16 could stay solvent. We helped them. And had a
17 handshake agreement that they were going to bring it
18 back once things got better.

19 Well, I don't know how much better it can be.
20 These companies have made hundreds of billions of
21 dollars in the last decade.

22 Yet we still don't have our COLA back.
23 That's not a suspended benefit. That's not a suspended
24 wage increase. That's one they stole from us.

25 And we are going to take it back.

1 And if we have to go on strike to take it
2 back, I am ready to go on strike. I am ready to get my
3 members ready to go on strike.

4 And we are coming. We are coming for you.
5 We want our COLA back. Help me out here. No COLA, no
6 contract. No COLA, no contract. No COLA, no contract.
7 Thank you.

8 PRESIDENT FAIN: Thank you, Brother.

9 Anyone from Region 4 want to speak opposed?
10 Yes, Brother. Mic 1.

11 UNIDENTIFIED SPEAKER: Is this on? Can you
12 hear me?

13 All right. Now you can.

14 I think everybody is here to get the best
15 contract that you possibly can. But the proposal
16 remains itself unanswered.

17 For example, in the Ford contract, you kind
18 of get COLA. You just don't like the way you get it.

19 If we go into COLA, does that mean we
20 automatically give away the 6,000-dollar agreement over
21 the four years for a lump sum inflationary payment?

22 Isn't lump sum inflationary payment and cost
23 of living kind of the same?

24 Maybe not. I understand the difference. I
25 have done this for a hot minute.

1 But what I don't want to do is handcuff our
2 bargaining guys to be able to sit there and say, we
3 have to get this, we have to go one direction or
4 another.

5 Following the process that's set in place, my
6 friend from Deere that stood up here and got COLA,
7 Chuck Browning and his negotiating team got you COLA.
8 Right?

9 And at the end of the day, as we roll out
10 these contracts, the final answers will come up for our
11 membership.

12 Once you guys have reached deals at every
13 level of every sector, you send it to the final voice,
14 you send it to the membership for their approval.

15 Don't change the process for 500 of us.
16 Let's make the members make the determination if the
17 contracts are good enough.

18 PRESIDENT FAIN: Thank you, Brother.

19 We will move back to Region 9A.

20 Anyone want to speak in favor of.

21 Orange hat I believe.

22 DELEGATE RACHEL PETHERBRIDGE: Hello. Can
23 you all hear me? I can hear myself, too.

24 Rachel Petherbridge, Local 5118. Another
25 higher ed Local out in Boston, Massachusetts.

1 I want to use my time, both, to say why I
2 think we should be fighting for COLA. I am sure we all
3 agree with this, but why we should pass this resolution
4 in addition to the omnibus resolution that we are
5 discussing.

6 So first, in Boston, I will tell you right
7 now very honestly, my take home pay after taxes and
8 dues is 3,186 dollars. And the average cost of a
9 two-bedroom apartment in Boston is 2,500 dollars. It
10 is not enough.

11 And I especially want to call out another
12 Local in Boston, Local 1596, which represents U-Mass
13 Boston. Their contract minimums for teaching and
14 research assistants is between 20,000 and 22,000
15 dollars per year.

16 We need to fight together and make COLA a
17 priority in this resolution.

18 I understand the other delegates' reticence
19 to handcuff their bargaining committees. But I don't
20 think that does that. This just says that our priority
21 for bargaining for the next four years is to get COLA
22 back. That's what this says.

23 And, additionally, I know we are getting
24 ahead here, but I have read this entire resolution
25 textbook, handbook, and COLA is mentioned one time.

1 The word "strike" is mentioned five times.

2 In contrast, the word "training" is mentioned
3 80 times.

4 And I have all due respect to the Resolutions
5 Committee. I can't believe how much you have read
6 through to get this formulated down into 51 pages.
7 That is truly impressive.

8 And I am really disappointed as we have heard
9 on the floor here today and at the Constitutional
10 Convention, that it is somehow disrespectful to bring
11 additional motions on the floor to amend this omnibus
12 resolution.

13 It would be disrespectful of me not to
14 represent my members as much as I can. I am doing this
15 at the bargaining table, and I need to do this here,
16 too.

17 (Applause)

18 DELEGATE RACHEL PETHERBRIDGE: So please, our
19 union siblings at 2865 have already done this
20 resolution. COLA was part of their opening salvo of
21 their bargaining.

22 All we are asking is that we go back, and we
23 try to do that for everybody.

24 I don't think this hamstring us. I think
25 this makes -- puts us in a stronger position for

1 bargaining with our companies, with our universities,
2 and every other employer that we have.

3 Thank you so much.

4 (Applause)

5 PRESIDENT FAIN: Thank you, Sister.

6 Anyone in Region 9A that would like to speak
7 opposed to the resolution?

8 Anyone?

9 Okay. I am not seeing anyone.

10 I am going to move over to Region 9.

11 Anyone want to speak in favor?

12 Green card.

13 DELEGATE MICHAEL GRIMMER: Good afternoon,
14 Brothers and Sisters. My name is Mike Grimmer, Shop
15 Chairman, UAW 774, Tonawanda, New York.

16 I am here with my president, Wence Vicente.

17 And I wanted to congratulate the whole
18 executive board on getting through their elections,
19 especially Region 9 Director, Daniel Vicente.

20 I work for General Motors. I started out at
21 Delphi in 1998. All of our COLA provisions have been
22 suspended either under document four or other documents
23 ever since that pay cut.

24 We have had stagnant wages, and meager raises
25 every so many years that resulted us in our economic

1 standing being diminished.

2 Personally, my COLA was taken away in 2007
3 under the Delphi bankruptcy. I lost my wages and
4 benefits at Lockport, New York, along with all my other
5 Delphi Brothers and Sisters.

6 I accepted a transfer to Tonawanda Engine
7 Plant, General Motors, just to get my pension back, and
8 wages. I started there in 2012. Still making less
9 money than I did in 2007 because COLA was gone.

10 Now here I am now in 2023, 16 years later,
11 from devastating pay cuts and benefit losses that some
12 of my Brothers are still dealing with, and Sisters.

13 I make 3 dollars an hour more than I did in
14 2007. Our families deserve better than this. Our
15 communities deserve better than this.

16 Our economic standing from over a decade ago
17 is just diminished.

18 These companies are making billions of
19 dollars a month.

20 COLA needs to be reinstated in all the
21 companies that lost it, and become part of bargaining
22 for plants that do not have it.

23 Now, I don't think it takes away your
24 bargaining results or your ability to bargain, because
25 every specific company can have their own COLA

1 calculation.

2 It's just proving we need some sort of COLA
3 so we can maintain our way of life.

4 Thank you.

5 (Applause)

6 PRESIDENT FAIN: Thank you, Brother.

7 Do we have anyone out of Region 9 that wants
8 to rise against this?

9 Red card.

10 DELEGATE MICHAEL SHUPP: Afternoon, Brothers
11 and Sisters. My name is Mike Shupp out of Local 677.

12 I just want to start by saying the same thing
13 I said during the Constitutional Convention.

14 I am a hundred percent for COLA.

15 I am also for raises every year.

16 I am for renewing the pension plan.

17 I am for removing the tiers from facilities;
18 the temp workers from facilities.

19 I am for reducing progression or even
20 eliminating it.

21 All of these issues are very important to me.

22 But I don't know how I can say without a
23 shadow of a doubt that it's the most important issue
24 for our members, that it needs to be mandated as a
25 bargaining position over all of the other issues.

1 So, as a priority, I think it is very high.

2 But I also want everybody to be thoughtful
3 about this, and compare it to every other issue on the
4 table and say, is this our number one priority?

5 Or is there a lot of other issues that need
6 to be addressed equally?

7 And that's all I have to say. Thank you.

8 PRESIDENT FAIN: Thank you, Brother.

9 Okay. Moving on, we will move to Region 2B.
10 Right here, the hat.

11 DELEGATE TREY GARCIA: Hello, Brothers and
12 Sisters. My name is Trey Garcia. I am from Local 12,
13 the Jeep unit.

14 I stand in favor of this resolution to renew
15 COLA.

16 As the Unifor president just stated,
17 inflation levels are rising and are near 40-year highs.

18 While wage increases defined in our bargained
19 contracts are great, as we have seen since the COVID
20 pandemic of 2020, we often have to wait for years to
21 negotiate new increases, while we suffer to pay
22 increasing utility bills and put groceries on the
23 table.

24 Time cost-of-living increase to the Consumer
25 Price Index ensures that our members do not suffer for

1 years while we wait for the bargaining table.

2 Thank you.

3 PRESIDENT FAIN: Thank you, Brother.

4 Anyone in Region 2B like to rise in
5 opposition?

6 Seeing nobody, okay, I will move over to
7 Region 1. Anyone want to rise in favor?

8 Yes, brother with the white notebook.

9 DELEGATE BRIAN CURRY: Brian Curry, Local
10 1700, Sterling Heights Assembly, Stellantis.

11 I do stand in favor of this resolution.

12 But I don't think it goes far enough.

13 And I think that we need to amend the
14 resolution in order to include the retirees, as they
15 were our backbone and have got us to where we are.

16 And with Stellantis, if you retired in 2009
17 or you retired today, for those of us that are still
18 lucky to have our retirement, you would get the same
19 retirement.

20 And I think that protecting those people
21 should be our, you know, we should be protecting those
22 that set the groundwork for us.

23 So I would like to amend, make a motion to
24 amend.

25 (Motion made)

1 (Motion supported)

2 PRESIDENT FAIN: Okay. Can you state how you
3 want to change it, so whatever the exact words you want
4 to add, just...

5 DELEGATE BRIAN CURRY: Just actually I'd just
6 like to -- where we are -- I just would like to add
7 that not only in our UAW contracts, but also that we
8 include the retirees. Active and retirees.

9 PRESIDENT FAIN: Are you on the last
10 sentence? I'm just trying to figure out where you are
11 looking.

12 DELEGATE BRIAN CURRY: Yeah.

13 (Motion made)

14 PRESIDENT FAIN: Okay. So we have a motion
15 to amend the resolution to add that.

16 Is there support?

17 (Motion supported)

18 PRESIDENT FAIN: Support. I will say, any
19 discussion on this motion?

20 Okay. Blue card.

21 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj, Local
22 51.

23 While I wholeheartedly agree with our brother
24 from 1700, and am in support of our retirees, I would
25 like to offer a friendly amendment, maybe make it a

1 standalone section.

2 This is written very well, very concise.

3 Anything pertaining to retirees, I think we should just
4 have it as standalone, so as not to interfere with this
5 language right here. I think it is real good. It is
6 real tight. It's coming straight to the point.

7 And we can have something that's a separate
8 provision for our retirees, so that we don't leave them
9 out.

10 But I just think it should be something just,
11 you know, not necessarily an amendment to this. But
12 like an add on or a standalone to it. And I would just
13 offer that to you as a friendly.

14 (Motion made)

15 (Motion supported)

16 PRESIDENT FAIN: Okay. Brother from -- that
17 made the original motion, would you like to amend it
18 or...

19 DELEGATE BRIAN CURRY: I would like to keep
20 my amendment the way that I presented it. I would like
21 to keep it as part of our current cost-of-living.

22 PRESIDENT FAIN: Okay. So we have a
23 secondary -- I'm sorry. I'm trying to make notes as we
24 are doing this because we are getting -- we're stacking
25 motion on motion here.

1 So we had a second amendment to have this as
2 a separate resolution, separate discussion for
3 retirees. So is there a -- and keep this resolution
4 the way it's written.

5 Is there a second for that?

6 (Motion supported)

7 PRESIDENT FAIN: Okay. We have a second for
8 that.

9 Any discussion on that motion?

10 White card in the back.

11 DELEGATE ROBERT REYNOLDS: Finally.

12 Good morning, Brothers and Sisters.

13 Bob Reynolds, Local 897.

14 And it's been a pleasure being probably maybe
15 at one of my last conferences throughout the UAW.

16 In case you don't know it, I have been
17 retired from the UAW 16 years.

18 And this April, 50 years ago, I started with
19 the UAW at 18 years old, and just after Walter Reuther
20 passed away three years ago.

21 So I am very honored for this organization.

22 And I have got two messages first. We have
23 went through a lot in the last couple years. Not at
24 the fault of all our leadership up here, just at the
25 fault of a few.

1 And I put a resolution in in the last
2 conference for a reason, because we need to continue to
3 go forward.

4 But the most important thing here in this
5 room right now, and I have been through quite a few of
6 these things over the years: Build your team. Keep
7 building this team.

8 So I stand in support of this resolution for
9 one big reason. Retirees.

10 My father who passed away this past year was
11 a 40-year retiree.

12 Our union, Local 897, under President
13 Radtke's leadership, is going to honor a 99-year-old
14 Holocauster supporter at our plant. He worked at the
15 UAW for years. They have not had a raise in their
16 pension for 40, 45 years, because when you retire,
17 there's no cost-of-living.

18 The politicians, I told this to Albany when I
19 was lobbying, their cost-of-living goes up on the
20 retirement every year. The politicians get raises.

21 We do not do that in our retirees. So I
22 think all future retirees, at least, because I know
23 there's federal laws, should have an opportunity for
24 cost-of-living so they can keep up when they retire.

25 Brothers and Sisters, I beg you to support

1 this retiree cost-of-living so I can go back to my
2 retirees and say, look it, we are trying at least to
3 get it on the bargaining table, cost-of-living for our
4 retirees, 15, 20, 30, 40 years they have been out
5 there. Some of them are living on \$800 a month in the
6 Big 3.

7 That's what we need to take a look at. And
8 that's why we are here today.

9 Thank you so much.

10 PRESIDENT FAIN: Thank you, Brother.

11 I want to be clear, just so we are all on the
12 same page. So there was a motion to add retirees.

13 And the motion we are discussing right now
14 was an amendment to leave this as it is currently.

15 So next, brother in the red.

16 UNIDENTIFIED SPEAKER: Good afternoon,
17 Brothers and Sisters. Mr. President, I believe it's
18 imperative to be transparent. And I have a question
19 about the motion on the floor and the amendments.

20 Is it true, Mr. President, that we are
21 negotiating for current retirees?

22 Or future?

23 Because I understand that current retirees
24 that are currently retired is a permissive subject to
25 bargaining.

1 And that future retirees, are we talking
2 about both groups?

3 And just so everybody knows in this audience,
4 I go back a few years, too. A lot of the concessions
5 you are taking about when it comes to temps, when it
6 comes to COLA, all happened under President Bob King's
7 emeritus regime.

8 PRESIDENT FAIN: Okay. Anybody else?

9 White paper. Yeah, Brother back here with
10 the white.

11 DELEGATE GREGORY COTTON: How ya guys doing?

12 I am Greg Cotton, Local 862, Region 8.

13 Just so I am -- we're all on the same
14 page here, can we request clarification of the
15 resolutions within the COLA?

16 Because I am a little confused on how it's
17 supposed to work. Maybe we can get the president to
18 give us the explanation of it.

19 PRESIDENT FAIN: So I am trying to understand
20 what your question is.

21 DELEGATE GREGORY COTTON: I need a
22 clarification on the intent of the COLA inside of the
23 resolutions.

24 PRESIDENT FAIN: Well, there was a motion
25 made, or there was a -- to pull a resolution out that

1 pertains to COLA. That's what we are reviewing right
2 now, pertaining strictly to COLA, instead of including
3 it I guess in other --

4 DELEGATE GREGORY COTTON: But is it priority
5 or is it mandated?

6 PRESIDENT FAIN: I'm sorry. What do you
7 mean, is it a priority mandated? So the body, the
8 body --

9 DELEGATE GREGORY COTTON: So this question on
10 the intent of this COLA, there's got to be something
11 else behind it.

12 PRESIDENT FAIN: Well, it is up to the body.
13 You are the delegates here. So when the delegates
14 request to bring this out, and it was voted on to pull
15 it out, we are voting on it now, we are discussing it.
16 So it is up to the delegates of this convention to
17 determine what the priorities are. That's what we are
18 doing, so...

19 DELEGATE GREGORY COTTON: So it is mandated?
20 Or you want to make it mandated?

21 PRESIDENT FAIN: I am facilitating this
22 meeting of the delegates.

23 DELEGATE GREGORY COTTON: That's what I mean.

24 PRESIDENT FAIN: So yes. So it is up to the
25 delegates to decide what we are going to do here.

1 So basically it was made to pull this
2 resolution.

3 There was a friendly motion, an amendment
4 made to include retirees.

5 Now there's another motion on top of that to
6 keep it the way it's written and not add retirees.

7 So that's what we are discussing right now.

8 DELEGATE GREGORY COTTON: Can we have the
9 Resolutions Committee explain it then? Because I am
10 still missing something.

11 PRESIDENT FAIN: Red card. I don't know what
12 we are missing. But red card. Yes. Point of...

13 Yeah, mic 2.

14 Yeah, mic 2.

15 DELEGATE SCOTT HOULDIESON: I would call the
16 question on the last amendment. Which was I believe to
17 exclude retirees from this. And have it stand alone
18 separate.

19 I call the question on that amendment so we
20 can move on to the other amendment.

21 (Motion made)

22 (Motion supported)

23 PRESIDENT FAIN: Okay. Point of order, red
24 shirt.

25 DELEGATE BARRY FORD: Barry Ford, Local 862,

1 out of Region 8.

2 Mr. President, I've got just a point of
3 information on this thing. If it is being mandated,
4 like Greg is asking about, I am asking you, isn't it a
5 violation of National Labor Relations Act to go in
6 negotiations mandating demands? Isn't that what
7 negotiations is about?

8 Isn't this whole thing out of order?

9 I believe it is. We need to start ruling
10 them out of order.

11 This is all on page 12. All you've got to do
12 is read it. It is all on page 12, exactly what we are
13 doing here. A general wage increase is in there, COLA,
14 all of it. I don't understand what we are doing here.

15 PRESIDENT FAIN: I am going to let General
16 Counsel speak to the legality of this, so...

17 GENERAL COUNSEL CARTER: Good afternoon. My
18 name is Abigail Carter. I am the General Counsel of
19 the UAW, to answer the question.

20 Okay. The question on the table is to what
21 extent permissive subjects of bargaining can be sort of
22 included and what all of this means.

23 So it is, as someone from the floor said, a
24 question of intent.

25 So taking, for example, the last sentence on

1 this proposal, it simply says that initial proposals
2 shall include something.

3 So if we are talking about permissive
4 subjects of bargaining, which we all know what those
5 are, and certainly negotiating for existing retirees
6 are permissive subjects, this body can certainly give
7 guidance and say, we believe these should be included
8 as an initial proposal.

9 If you were to adopt a proposal that required
10 that bargaining teams include and not reach agreements,
11 or not sign tentative agreements unless certain
12 permissive subjects were included, I believe that is
13 arguably inconsistent with the UAW Constitution, which
14 gives authority to local unions, as well as
15 potentially, and that's the best you can do from a
16 lawyer, potentially and arguably very inconsistent with
17 Federal labor law.

18 So, again, if it's a question of intent, we
19 are good.

20 (Applause)

21 PRESIDENT FAIN: Okay. Point of information,
22 white card. Mic 6.

23 DELEGATE ROBERT REYNOLDS: Bob Reynolds,
24 Local 897, Buffalo, New York.

25 I just want to point out on page 16, and I

1 was going to talk about this later, but everybody
2 brought this up. It says, "Although we recognize
3 federal law limits our ability to bargain improved
4 benefits for the members who have already retired, we
5 will continue to attempt to bargain cost-of-living
6 increases, bonuses, and other benefits."

7 So I am just stepping on board with the
8 cost-of-living. But it is in our book here on page 16.
9 And we will make that attempt. And that's what I
10 wanted to point out. Thank you.

11 (Applause)

12 PRESIDENT FAIN: Thank you, Brother.

13 Yes. Mic 3.

14 UNIDENTIFIED SPEAKER: Where did that lawyer
15 lady go?

16 So let me ask this question. Are we saying
17 that at no way in time the collective bargaining can
18 ever take the company on to increase a retiree, who is
19 already a retiree's income?

20 Now, before you answer that question, make
21 sure you don't put you in the trick bag. 1999
22 agreement, four-year agreement, every year the retiree
23 got a raise. Okay. All right.

24 So you can't go to the table and tell them to
25 give you a raise.

1 But you can put them in the situation and
2 make them come back and say, we will give them a raise.
3 And that's what we have got to do.

4 Why we want to put it under cost-of-living, I
5 am not sure. We need to put it under where we talk
6 about the retirees.

7 But everybody wants cost-of-living.
8 Everybody wants the retirees to make more money. The
9 brother is right. My dad retired 1981. When he died
10 in 2009, his pension was less than 7,000 dollars a
11 year. Okay.

12 But luckily, he married my mother, who could
13 take two pennies and turn it into a quarter. All
14 right.

15 But we have retirees that are starving out
16 there, that we have got to do this. You know this. I
17 am speaking to the choir. Okay. But we have got to
18 put these in the right place. Let everybody remember
19 one thing about this bargaining. This ain't no
20 Christmas list. Okay.

21 You've got three vice presidents that are
22 going to sit at the table. And they are not going to
23 throw the list across the table. And this company is
24 going to go, oh, my God, let's make sure we give this
25 to you right now. It's not going to happen. All

1 right.

2 And you better understand, you are going to
3 pay a price to get what you want.

4 And if you don't think the price is high
5 enough, then when you get the receipt for regret, you
6 are going to be thinking about that price.

7 Now, I have been sitting here for two hours.
8 And this house is divided. It is time for the house to
9 get together.

10 If them gentlemen up there and them ladies
11 can get together and form that circle of the UAW, then
12 this body better get back to your membership and let
13 them know the war is coming in September.

14 And I don't care who the hell you voted for
15 four weeks ago. It's what you are going to do now to
16 make sure we get where we are going.

17 Later, Shawn. See you later, Brother.

18 PRESIDENT FAIN: Now the sister at mic 2.

19 And then we have someone back at mic 8.

20 Mic 2.

21 DELEGATE PAULA LARSON-SCHUSSTER: Yes. Paula
22 Larson-Schusster, Local 3555. I am in the Gaming
23 Division.

24 I just want a clarification.

25 This is saying that we have to ask for and

1 get it? Or that we have to ask for it?

2 Because our wages are only about 10 percent
3 of our income. And if there's something that we have
4 to get at a certain percentage or a COLA raise, you
5 just put us in a position where the company is going to
6 beat us with a really big bat.

7 Because any time they know there is something
8 we have to have, we have to give up a tremendous
9 amount. And it will hurt our industry tremendously.

10 So I just need a clarification. Is it
11 something that we absolutely have to have in our
12 division?

13 Or is it something that's on our wish list
14 and we have to ask for?

15 PRESIDENT FAIN: Okay. So whoever brought
16 this resolution forward would have to I guess explain
17 the intent of this, as Abigail stated. So actually
18 right behind you, mic 2. Is this --

19 UNIDENTIFIED SPEAKER: Yes. As it states in
20 the verbatim resolution, it is the UAW's initial
21 proposals will contain provisions at minimum to have
22 COLA provisions in all UAW contracts.

23 So it is an ask. It is not a demand.

24 Which the intent of it is not to handcuff our
25 bargaining units as general counsel stated.

1 The intent is to, as a body, provide requests
2 and direction on the contracts that we have coming up
3 to us.

4 PRESIDENT FAIN: I just want to be clear also
5 where we are on this. Because it is -- we keep going
6 and going.

7 So what we are discussing right now is the
8 second amendment where the brother was asking to keep
9 this as it is, and not include retirees. So that's
10 what we are discussing right now.

11 Mic 8.

12 DELEGATE SARA SCHAMBERS: Hello, Brothers and
13 Sisters. My name is Sara Schambers, out of Region 1A,
14 Local 182.

15 So I am reading in here on page 12 that we
16 have something pertaining to COLA.

17 I also have faith in this bargaining
18 committee to negotiate on our behalf. They have heard
19 our concerns. They know that we want COLA back.

20 But I am asking if you will allow Todd Dunn,
21 the chair of the committee, to come explain why that
22 was taken out and what the intent of just putting this
23 in there.

24 PRESIDENT FAIN: I am fine with that.

25 Do you want to explain?

1 DELEGATE TODD DUNN: I am going to turn my
2 hat backwards. Who in the hell is confused?

3 I will be willing to bet that -- I lost 200
4 dollars last night. And right now, about 95 percent of
5 us don't know who is on first. And that's not making
6 fun of ourselves. This is me laughing at myself trying
7 to figure it out.

8 So all I can tell you, Sister, is that
9 currently, we have the resolutions that are before the
10 membership body as we speak. They are all inclusive of
11 what the process that has been presented before us as
12 an international body, a regional body, as a local
13 body, to send the resolutions up.

14 We formulated and took and put all the --
15 compiled all those resolutions together. And those
16 resolutions are seen throughout. And the intent of
17 those resolutions are seen throughout.

18 On page 12 where it specifically speaks to
19 COLA, the sister was right. One word. It does talk
20 about COLA there.

21 But it also has the intent to touch the other
22 resolutions of key issues also with CAP. And also with
23 coordinated bargaining.

24 And while I wanted to make sure I had
25 clarification from the parliamentarian, here we all

1 have a job. My job is to try and understand and
2 explain.

3 So the understanding was if we carved out
4 COLA, would it hurt anything else?

5 What I don't want to do is harm the intent of
6 what the membership sent in, and what we as the
7 resolutions put in and formulated that throughout all
8 those resolutions.

9 And I love what the brother said. If we
10 don't get our head out of our back side, we won't be
11 able to formulate what it is we are here to do.

12 So as a chairperson, I can tell you every
13 single one of the resolutions that were sent in are in.
14 And they are in each one of those resolutions, and the
15 intent thereof.

16 If we want to pull the side piece out to show
17 how pretty this house is painted, we could do that. I
18 don't want to belittle anybody. And I'm not trying to
19 take anything away. We have a process that we can add
20 resolutions.

21 But if you want to talk about COLA, you want
22 to talk about retirees, all those things have been
23 spoken throughout the resolutions. I can only give my
24 opinion.

25 But I am on International staff right now.

1 Right. But my opinion, if I was out there at Local
2 862, I would be rolling through these resolutions and
3 making sure the intent of what is in there.

4 And I can tell you, on behalf of the
5 resolutions committee, the intent of the resolutions
6 that was sent to us to be reviewed is in this whole
7 entire resolutions book.

8 And I know that's not dialing it down maybe
9 exactly what you wanted.

10 But if you want us to break out every single
11 resolution, it might take us three or four more hours.
12 But we will get it done. Because we have all the
13 information.

14 I hope I answered your questions the best I
15 could.

16 (Applause)

17 PRESIDENT FAIN: Thank you, Brother.

18 We are still discussing the second motion,
19 second amendment, to keep this as it is.

20 Brother with the white paper.

21 DELEGATE ERIC MCCAMEY: My name is Eric
22 McCamey, Local 129, under the leadership of Tim Smith,
23 the honesty and integrity of our Local President,
24 Samantha Conde.

25 And I want you guys to know I have a dog in

1 this fight. Okay. I am getting ready to retire in 30
2 days. All right. We just got through going through
3 our negotiations. And won one of the biggest contracts
4 that this company ever gave in 47 years.

5 If I had been stuck on the COLA, we brought
6 it in to the picture to try to get better COLA, we
7 wouldn't have got what we got. We had to give and
8 take, just like you would in any negotiation.

9 But this was all about the membership. Not
10 me. I have had to save all through my work career to
11 get ready for retirement. Not that I didn't want more.
12 But this negotiation was about our membership, guys.
13 And we look at that as we go into negotiations. If you
14 are in this for anything other than the members, you
15 are in it for the wrong reason. Okay. You really are.

16 (Applause)

17 DELEGATE ERIC MCCAMEY: Thirty days from now
18 I will retire. I wanted more. But I was willing to
19 give it back to get everybody else more.

20 And that's why I say, I stand against this.

21 What we have is fine. We don't need to bring
22 something else out, just like the brothers have said,
23 his dad retired way back, retired with less than 7,000
24 dollars a year.

25 Guys, you are supposed to be getting ready

1 for retirement during your whole work career. Not
2 waiting on retirement and then thinking you are going
3 to get more.

4 So I just want you to understand this is for
5 the people in your locals. This is where your power
6 comes in. This is where your planning comes in.

7 We don't need to stick it up here on these
8 guys. These guys lead and direct us in fine fashion.
9 But you go in prepared to fight. And that's what you
10 do.

11 I didn't get this contract. My co-workers
12 tried to get this contract. It took a lot. It took a
13 lot of stress, a lot of planning.

14 And you have to understand that it's never
15 about you. So let's get this straight. Prepare for
16 your retirement. Don't try to make this a mandatory
17 thing for other people to fight after you retire.

18 (Applause)

19 PRESIDENT FAIN: Brother, mic 2, right here.

20 SPEAKER: At this convention, last time we
21 had a convention, in July, this body elected a top
22 negotiating team.

23 Is there anything wrong with trusting the
24 people we have elected to defend us?

25 Is there anything wrong to give these guys

1 the chance to do what we keep beating this dog about?

2 They know. And so do your members.

3 They are going to go in there and they are
4 going to fight for everything you are talking about.

5 And they are going to have to bring it back
6 to you to vote on.

7 Let's quit beating this dog up and give these
8 guys a chance to do their job as we have elected them
9 to do.

10 (Applause)

11 PRESIDENT FAIN: Thank you, Brother.

12 White paper back here, mic 4. Or mic 8.

13 Okay.

14 DELEGATE WILLIAM BAGWELL, JR.: Good
15 afternoon. I am Bill Bagwell from Local 174, a proud
16 UAWD member.

17 We are not tying anybody's hands. We are not
18 asking to take anything away.

19 We are giving our bargaining committee one
20 more resolution, which as the lawyer told us is not
21 etched in stone. You don't have -- they don't have to
22 get what the resolution says.

23 So we are giving them a strong resolution
24 because our members have told us that they want
25 cost-of-living.

1 It is not disrespecting that committee.

2 I am proud that they are up there. I am
3 proud they give their time.

4 All it is doing is giving them a stronger
5 COLA resolution. We can bring any resolution out that
6 was submitted.

7 If your Local submitted one, and you want
8 stronger language, call it out. That's why we are
9 here, to allow that to happen. So that our members'
10 views can be taken into consideration.

11 If this goes to a stand-up rollcall, I hope
12 every one of you remembers that your members are going
13 to know how you voted on the cost-of-living resolution.

14 PRESIDENT FAIN: Hang on a second. I have
15 got to recognize, I've got one person here, had a card.

16 You will be next.

17 DELEGATE THOMAS-VALLARONGA: Joyce
18 Thomas-Villaronga, UAW 2350 President, Region 6, under
19 Mike Miller.

20 I am going to call the question on all
21 matters before the house.

22 (Motion made)

23 (Applause)

24 PRESIDENT FAIN: So the question has been
25 called.

1 I need a second.

2 (Motion supported)

3 PRESIDENT FAIN: Okay. It has been called
4 and seconded.

5 So we will have to vote on each one of these.

6 So we will start with the vote on ending
7 debate.

8 I am sorry.

9 So all those in favor of ending debate,
10 signify by saying aye.

11 All those opposed.

12 Okay. Ayes have it.

13 (Motion carried)

14 PRESIDENT FAIN: So we are ending debate.

15 So we have to vote on these individually,
16 right.

17 Okay. So first we are going to vote on the
18 last amendment, the last proposal, which was keeping
19 this resolution the same, not including retirees.

20 So all those in favor, signify by saying aye.

21 All those opposed.

22 Can we do that one more time?

23 All those in favor of the last amendment,
24 signify by saying aye.

25 Okay. All those opposed. I can't tell the

1 difference.

2 We will just show hands. We have to. I'm
3 sorry, but I can't tell the difference.

4 So all those voting in favor of keeping this
5 the way it is right now, not including retirees, if you
6 would stand and raise your hand.

7 We will have to get the sergeant-at-arms to
8 count this. You need to be --

9 Okay. Go ahead, mic 3.

10 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj, Local
11 51.

12 We got a little sidetracked. It is not to
13 exclude our retirees. Okay. It is to keep the
14 language and to have something separate should they
15 want it.

16 Nobody is excluding our retirees. Like the
17 Brother said that's retiring in 30 days, hey,
18 congratulations, well-earned, well-deserved, God bless
19 you. And I hope you enjoy the time when it comes in 30
20 days. You deserve everything you got and then some.

21 We are not forgetting about our retirees. It
22 is to keep it separate so we don't get into the
23 permissible and impermissible.

24 Let's keep things how it is. Let's move this
25 forward, because we are getting hung up on something

1 for the last hour. Let's get this done, let's call the
2 question, get it stated real plain and simple. Keep
3 the language, retirees something separate, not
4 excluded.

5 PRESIDENT FAIN: Okay. Thank you for the
6 correction.

7 So we are voting on that amendment, to keep
8 it the way it is.

9 So if you would, those who are in favor, if
10 you would stand and raise your hand and -- without,
11 yeah, keeping it separate.

12 Okay. If we would now, I want to let
13 everyone who is opposed, everybody sit down, everyone
14 who is opposed, please stand and raise your hand.

15 We've got a point of order. Time out. Come
16 up. Go ahead.

17 Okay. So we are voting on the second
18 amendment to the original -- the original resolution
19 was to -- was this cost-of-living resolution.

20 So there was an amendment made to add
21 retirees, to include retirees, to this.

22 The second amendment that we are voting on
23 now was to keep this the way it is. And move retirees
24 to a separate resolution.

25 Yes, Sister. Mic 2.

1 JOYCE THOMAS-VILLARONGA: Joyce

2 Thomas-Villaronga, Local 2350.

3 Actually I believe it was to add a separate
4 line for retirees.

5 Not to keep it what it is.

6 PRESIDENT FAIN: So the brother over here
7 just explained what the motion was. The motion, his
8 second amendment was to not include that since adding
9 retirees was to keep this original as it is.

10 So that is what we are voting on right now.

11 And once we do this vote, we would go to the
12 other two -- the amendment and the original resolution,
13 since the question has been called.

14 We are getting our people to count, so we can
15 count when we do this vote. So we are going to have to
16 do --

17 Yes. Point of order.

18 (Indecipherable discussion from the floor)

19 PRESIDENT FAIN: Okay. We are going to vote
20 on this now, so on this second amendment, to keep this
21 the way it is, to not add the first amendment, which
22 was adding retirees.

23 So those who are in favor of keeping this the
24 way it is, please stand and raise your hand. We have
25 auditors that are going to go through and count.

1 Yes.

2 If would you, please, if you are voting for
3 this second amendment, please remain standing. We have
4 got people that are standing up, sitting down,
5 everything. We are just trying to get an accurate
6 count.

7 And I will explain this again. It's the
8 second amendment was to keep this original, not add the
9 sentence about adding retirees, and addressing retirees
10 in a separate proposal. That's as best I can explain
11 it.

12 Just want to be clear while we are doing the
13 vote, there is no point of order. We are doing a vote
14 right now.

15 Okay. We have 130 that voted aye.

16 So those who are opposed to this, if you
17 would please stand.

18 Okay. I am going to introduce Michael, our
19 parliamentarian, to explain this. So hopefully it will
20 be more clear.

21 PARLIAMENTARIAN MICHAEL TALIERCIO: Hey,
22 everybody. Good to talk to you again.

23 So here is where we are.

24 So there was a motion to pull out the
25 resolution you see on the screen. That got well more

1 than the 98 people needed.

2 And then we had extensive debate about that.

3 During the debate, there was a motion made to
4 amend to add words to make this include retirees to the
5 end of that second resolved clause.

6 Then there was a second amendment made by the
7 gentleman in the front row over here to divide off the
8 first amendment and consider it separately in another
9 resolution at another time.

10 We just did a counted vote on that secondary
11 amendment.

12 That counted vote was 130 in favor, 56
13 against.

14 So the secondary amendment passed dividing
15 off the primary amendment. And it will be considered
16 separately.

17 So that means where we are now is considering
18 what's on the screen in a clean up or down vote.

19 Also, like three votes ago, we also made a
20 motion to end debate and have no further debate.

21 So the next thing we are going to do is vote
22 on what's on the screen.

23 Thank you.

24 (Applause)

25 PRESIDENT FAIN: Okay. So we are going to

1 vote on the resolution on the screen.

2 So all those in favor of the resolution on
3 the screen, signify by saying aye.

4 All those opposed, say nay.

5 We are going to have to count again. I mean,
6 there's no way to tell.

7 So all those in favor, please stand, of this
8 resolution, and we will get the auditors out again.

9 Okay. We have the amount of people that
10 voted in favor of the resolution.

11 So now we will -- anyone that is in
12 opposition of the resolution as written, please stand,
13 so we can get an accurate count.

14 Okay. So the total vote was 191 in favor,
15 311 opposed.

16 So that resolution is voted down.

17 So we will move on to the next resolution.

18 I would like to now call up Rene Casiano to
19 read the next resolution.

20 DELEGATE RENE CASIANO: My name is Rene
21 Casiano. I will be reading -- my name is Rene Casiano,
22 Vice President of Local 2110, under the leadership of
23 Brandon Mancilla, Director, and Assistant Director
24 Gordon Dean, out of Region 9A.

25 I will be reading Working Together Globally

1 found on page 6 of the Proposed Resolution Book.

2 The UAW's role of representing and protecting
3 all workers is as crucial now as it has ever been.

4 As corporations become wealthier and more
5 powerful, we need to continue to show them that the
6 power is still found in the strength and contribution
7 of our members.

8 It is clear we cannot maintain economic and
9 social justice at home without securing those same
10 standards abroad.

11 The UAW faces a new landscape presenting new
12 opportunities where decisions made by multinational
13 corporations and national governments play a bigger
14 role in our lives. And UAW members feel the impact.

15 It is critical we work together across
16 borders to strengthen our position at the bargaining
17 table with employers who have operations around the
18 world, knowing that UAW contracts often help set the
19 standards for benefits and working conditions for other
20 unions around the world.

21 Whether fighting for working justice in
22 Korea, advocating for democratic presidential elections
23 in Brazil, or working to organize independent unions
24 around the world, our global cooperation has a positive
25 impact in the lives of millions of workers.

1 The UAW's International work directly relates
2 to the job security and well-being of our members.

3 Rather than allowing companies to pit worker
4 against worker, the UAW works closely with our global
5 partners to build global leverage.

6 Our efforts in working on behalf of trade
7 union solidarity involves the UAW and unionists from
8 around the world working together to achieve our common
9 goal.

10 Building global partnerships: One of the
11 ways we work together is through company-based global
12 union workers' networks that unite workers who share a
13 common employer.

14 The UAW led the way in establishing such
15 networks at Ford, General Motors, and Stellantis, as
16 well as Caterpillar and John Deere.

17 These networks strengthen our bargaining
18 position by arming us with the information that only
19 unions can provide, supplementing the unity and
20 strength of UAW members, and empowering them to stop
21 employers from whipsawing workers across borders.

22 Moreover, these networks are a powerful
23 mechanism for solidarity and cooperation.

24 With some companies, the global networks can
25 also make use of global framework agreements, GFAs, to

1 protect labor standards at the International level.

2 The Ford Union Network signed an historic GFA
3 with the company in 2012, which enshrines a commitment
4 to basic labor rights and safety at work.

5 Cooperation amongst unions in the Ford Union
6 Network and enforcement of the GFA has resulted in
7 organizing victories for auto workers in places like
8 India and South Africa.

9 The UAW also works with IndustriAll, a global
10 union federation based in Geneva, Switzerland,
11 representing 50 million manufacturing workers in over
12 140 countries that links our unions to sister unions in
13 the auto, aerospace, heavy truck, and sectors
14 throughout the world.

15 Through all our work in IndustriALL, the UAW
16 coordinates with our global partnerships, builds our
17 global leverage, and defends and fights for the
18 fundamental labor rights and protections for workers at
19 the International level.

20 Fighting gender-based violence globally: In
21 June 2019, with UAW support, a coalition that included
22 the AFL-CIO, IndustriAll, the International Trade Union
23 Confederation based in Brussels, the Solidarity Center,
24 and other labor allies made history by helping to win
25 passage of Convention 190 by the International Labor

1 Organization, which calls on governments, employers,
2 and unions to work together to confront the root causes
3 of gender-based violence and harassment.

4 The landmark convention in the first
5 International standard that aims to put an end to
6 violence and harassment in the world of work, shaping
7 and recognizing a future of work for everyone based on
8 dignity, respect, and freedom from violence and
9 harassment.

10 In the spirit of the Convention 190, the UAW
11 will work to strengthen language protecting members
12 from violence, and the harassment will already have,
13 language, and negotiated where it does not yet exist.

14 C190 can change lives and workplaces in the
15 UAW and abroad. International solidarity strikes home.
16 Because of the deep relationships the UAW has built for
17 years throughout the global union networks and
18 IndustriALL, International solidarity came our way
19 during our most recent strikes at General Motors and
20 John Deere.

21 When the UAW put out a call to action through
22 our Global Union Federation in 2019, IndustriAll,
23 striking UAW General Motors members were quickly met
24 with a flood of solidarity, videos, photos, letters,
25 and testimonials from 37 unions across the globe, from

1 as far away as Japan, Brazil, Mexico, and Thailand.

2 The UAW coordinated with IndustriAll and our
3 sister unions around the world to keep pressure on the
4 company and show solidarity, with the goal of helping
5 strikers go one day longer.

6 Immediately after UAW John Deere workers hit
7 the picket lines in 2021, the UAW received an
8 outpouring of support from unionized John Deere sites
9 around the world. Unions in Brazil, France, Finland,
10 Germany, Netherlands, Spain, and Sweden sent videos,
11 photos, letters, and statements to the UAW, and posted
12 them on their social media websites.

13 The collective message sent a strong signal
14 to John Deere management that their workers abroad were
15 prepared to take action and provide critical support
16 for UAW members in their contract fight.

17 Supporting others to support ourselves: In
18 2022, UAW helped our union Brothers and Sisters at
19 Caterpillar plants in Northern Ireland. These workers
20 represented by the union Unite were on the picket lines
21 for cost-of-living increases, and to stop an attempt by
22 the company to split the bargaining unit.

23 Because investment firm BlackRock is a major
24 shareholder of Caterpillar stock, the UAW hand
25 delivered a letter on behalf of Unite to BlackRock CEO

1 Larry Fink at their headquarters in New York City. The
2 letter demanded that Fink call on Caterpillar
3 management to get back to the bargaining table.

4 The UAW also made a direct appeal to
5 Caterpillar, and distributed leaflets about the
6 situation in Northern Ireland on UAW Caterpillar shop
7 floors.

8 When news of the UAW's action, New York City
9 hit the picket lines in Northern Ireland, cheers
10 erupted. Our support and solidarity helped uplift
11 these workers, just as their help uplifted our members
12 striking against John Deere.

13 It just goes to show the emotional power of
14 global solidarity.

15 Independent union movement in Mexico: Over
16 the past 25 years, poverty wages and poor working
17 conditions in Mexico have led to U.S. manufacturers
18 sending production to the country. This has created a
19 continuous downward pressure on the wages and benefits
20 and working conditions of UAW members.

21 Today the Mexican automotive industry employs
22 over 900,000 workers. In the absence of fair elections
23 for independent trade unions and collective bargaining,
24 Mexican workers' wages are some of the lowest in the
25 world for manufacturing.

1 To help Mexican workers and their fight for
2 justice and dignity, while simultaneously protecting
3 the bargained for wages and benefits and conditions of
4 our members, the UAW supports workers' efforts to
5 organize and form independent democratic unions in
6 Mexico, with the passage of the 2019 Mexican Labor
7 Reform package, and the United States-Mexico-Canada
8 (USMCA) Trade Agreement taking effect in July 2020.

9 We have seen historic victories emerge out of
10 Mexico that give reason for optimism. Thousands of
11 workers in the automotive sector have won
12 representation by independent unions since the reforms
13 took effect.

14 Two of the major victories last year were at
15 General Motors and Tech-C, a former subsidiary of
16 Stellantis, recently sold to Cummings, Incorporated.

17 Last February 6,200 workers seeking to form a
18 democratic union at the General Motors plant in Silao,
19 Mexico voted overwhelmingly for the National
20 Independent Union of Automobile Workers, known as
21 SINTTIA. This action effectively ousted the protected
22 union affiliated with the corrupt Confederation of
23 Mexican Workers, CCN.

24 Leading up to the vote, the UAW called on the
25 Mexican government and General Motors to ensure

1 conditions for a democratic and transparent election.

2 The UAW played a critical role in joining an
3 international delegation of 20 union leaders, labor
4 activists, and academics from five countries that
5 traveled to Mexico to show solidarity with Silao
6 workers and serve as international observers.

7 In September, independent union Los Mineros
8 won an election over the corrupt company union CTM with
9 a 642 to 172 vote at the TEXTIT seat plant in the state
10 of Coahuila after it had fought for eight years to
11 represent these workers. The win marked an historic
12 victory for independent unions representing workers in
13 Mexico. The situation at General Motors and TEXTIT had
14 each been subjects of U.S. trade representative
15 investigations, a new trade rule under USMCA that
16 monitors company conduct in Mexico when questions of
17 labor rights abuses are alleged.

18 In both cases, the Mexican and U.S.
19 governments found an active denial of worker rights on
20 the part of the companies during their investigations.

21 UAW members will benefit greatly by having
22 strong union partners in Mexico, like Los Mineros and
23 Cummins and SINTTIA at GM. This is a win-win for both
24 UAW members and Mexican auto workers.

25 Ending forced labor in China: For decades,

1 the UAW has spoken out against labor repression by the
2 government of the People's Republic of China, PRC.
3 Independent democratic unions are nonexistent. And
4 untold numbers of labor activists have been jailed for
5 exercising their fundamental right to organize and
6 collectively bargain.

7 Freedom of speech and the press are outlawed.
8 And any form of assembly to speak out against political
9 leaders is subject to extreme government crackdown.

10 The PRC is now also engaged in one of the
11 worst human rights atrocities in modern times. It has
12 been reported that since 27, up to 2 million Uyghur and
13 other Muslim minorities have been held in detainment
14 camps in the Xinjiang Region through programs
15 sanctioned by the government that employs forced labor,
16 family separation, cultural erasure, forced
17 sterilization, sexual violence, and physical and
18 psychological abuse.

19 The U.S. State Department and a growing list
20 of governments have found these practices to constitute
21 crimes against humanity and genocide under
22 international law.

23 As part of a response to this crisis, the UAW
24 and its allies helped to win the passage of the Uyghur
25 Forced Labor Prevention Act in 2021, with overwhelming

1 bipartisan support in the U.S. Congress. The law went
2 into effect last June.

3 Custom and Border Protection, CPB, is
4 mandated to carry out enforcement provision under the
5 UFLPA that prohibits imports into the U.S. of products
6 made by forced labor in Xinjiang Uyghur region. A
7 report released in December documented widespread
8 Uyghur forced labor in the automotive supply chains in
9 China that implicated every major global automotive
10 brand.

11 The UAW called on the entire industry to
12 shift the supply chain out of the Xinjiang Uyghur
13 region. Forced labor undermines the wages and benefits
14 of all workers, including those of UAW members, and has
15 no place in the modern global economy.

16 The UAW is committed to ensuring that
17 products made with forced labor do not enter the U.S.
18 auto supply chain throughout robust enforcement under
19 the UFLPA, and to use our bargaining, our power at the
20 bargaining table to establish high road supply chain
21 models that include significant investment in the U.S.
22 domestic supply chain leading to good union jobs, to
23 advance our global strategy, and win social and
24 economic justice for all.

25 We will work with global union networks to

1 exchange information, implement strategic cross border
2 negotiating and organizing initiatives, and work
3 together to strengthen the bargaining position of all
4 workers.

5 Use our power in the political arena and at
6 the bargaining table to help end Uyghur forced labor
7 while demanding more investment in high road supply
8 chains that result in good union jobs.

9 Fight to stop gender-based violence,
10 harassment, and discrimination by using our power at
11 the negotiating table, on the streets, and in the
12 domestic and International political arenas.

13 Solicit support from our global union
14 partners for our transnational organizing campaigns.

15 Negotiate enforceable global framework
16 agreements with employers that have operations in the
17 U.S.

18 Support independent democratic unions around
19 the world to fight for a global economy that works for
20 everyone.

21 Defend International Labor Organization's
22 standards, and work for their full implementation in
23 the U.S.

24 We will also work with our allies around the
25 world to support their struggles to achieve respect for

1 basic worker rights.

2 Thank you.

3 (Applause)

4 PRESIDENT FAIN: Thank you, Brother Casiano.

5 So now that we have read that resolution,
6 without objection, again I will proceed through each
7 region. So we will do one for, one against.

8 This time I will start with Region 1D.

9 Anyone want to speak in favor of this
10 resolution?

11 I am not seeing anybody.

12 (Motion made)

13 (Motion supported)

14 PRESIDENT FAIN: Okay. We have a motion to
15 end discussion and a second.

16 So all those in favor.

17 All right. So we will put this resolution to
18 a vote.

19 All those in favor of this resolution, please
20 signify by saying aye.

21 All those opposed?

22 Nobody. All right.

23 That one carries.

24 (Motion carries)

25 PRESIDENT FAIN: That resolution carries.

1 We are resetting the resolutions right now,
2 just to be honest, I mean, because, you know, I know
3 it's getting late, but we are going to try to get
4 through it, take another resolution or two if we can,
5 just so we can try to stay on schedule.

6 I am going to call up Secretary-Treasurer
7 Margaret Mock to chair the meeting.

8 SECRETARY-TREASURER MOCK: Hey, everybody,
9 again. It is getting late, isn't it? Wakie, wakie.

10 So at this time, I would like to call up Mike
11 DeLucas to read the next resolutions. Mic 7.

12 DELEGATE RANDALL WHELAN: Randy Whelan, Local
13 4047.

14 SECRETARY-TREASURER MOCK: Hey, Randy.

15 DELEGATE RANDALL WHELAN: I would like to go
16 ahead and make a motion to adjourn for the day.

17 (Motion made)

18 SECRETARY-TREASURER MOCK: Okay. Well, wait.
19 Do we got a second on that?

20 (Motion supported)

21 SECRETARY-TREASURER MOCK: Did I hear a bunch
22 of seconds?

23 All in favor?

24 Who is opposed?

25 The ayes have it.

1 (Motion carried)

2 SECRETARY-TREASURER MOCK: See you in the
3 morning at 9:00.

4 (Proceedings concluded at 5:41 p.m.)

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CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF ST. CLAIR)

I HEREBY CERTIFY that I reported
stenographically the foregoing proceedings and
testimony under oath at the time and place hereinbefore
set forth; that thereafter the same was reduced to
computer transcription under my supervision; and that
this is a full, true, complete and correct
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Notary Public

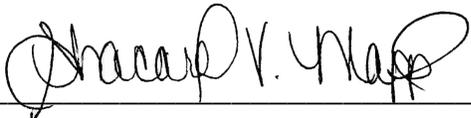
My Commission Expires: 3-11-2027

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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

Tuesday
March 28, 2023

**Convention
03/28/2023**

1 UAW 38th Special Bargaining Convention
2 Huntington Place
3 Detroit, Michigan
4 March 28, 2023
5 Day 2
6

7 (Recorded voice introducing Secretary-Treasurer
8 Margaret Mock.)
9

10 SECRETARY-TREASURER MOCK: Good morning,
11 delegates and guests. I now call the 2023 Special
12 Bargaining Convention of the International Union,
13 Automobile, Aerospace, and Agricultural Implement
14 Workers of America, UAW is called to order.

15 (Convention called to order at 9:19 a.m.)

16 (Applause)

17 SECRETARY-TREASURER MOCK: It is my honor
18 this morning to introduce our invocator: Patrick
19 Klein. Patrick Klein is currently the lead Chaplain at
20 Local 2164, Bowling Green.

21 **A 26-year seniority member of the UAW, he is**
22 **currently the Chairperson of 2164's Chaplaincy**
23 **Committee, with a team of chaplains serving a**
24 **membership of about 1,200 members, building the iconic**
25 **Chevrolet Corvette automobile. I'm sorry.**

1 Patrick started his UAW career at Local 95 in
2 in Janesville, Wisconsin, in 1996. He relocated his
3 family in the early 2003, after accepting a transfer to
4 Local 2164, Corvette Assembly, in Bowling Green,
5 Kentucky.

6 Local 2164 elected Patrick its vice president
7 in 2009, and then re-elected in 2012.

8 Patrick is currently joining -- Patrick is
9 currently the UAW Joint Training Rep at the Bowling
10 Green Assembly, since 2014.

11 In early 2015, he helped form Local 2164's
12 Chaplaincy Committee. Two years later, he became an
13 ordained minister, and received his chaplaincy
14 certification in 2018.

15 Patrick is a man of God, who loves baseball
16 and enjoys a good Bourbon, and is a deacon at One Song
17 Church in Bowling Green, Kentucky.

18 He and his wife, Diane, have been married for
19 35 years, and have three grown children.

20 I now introduce Patrick. Patrick Klein.

21 (Applause)

22 SECRETARY-TREASURER MOCK: Where is he at?

23 CHAPLAIN PATRICK KLEIN: Good morning, my
24 brothers and sisters. I want to get a good look. Man,
25 you're beautiful. You are beautiful.

1 Thank you. Thank you for coming.

2 (Applause)

3 CHAPLAIN PATRICK KLEIN: So as Margaret said,
4 I'm Patrick Klein, Chaplain at Local 2164, Corvette
5 Assembly in Bowling Green, Kentucky, Region 8, where I
6 serve under the leadership of my good friend, Director
7 Tim Smith, and Assistant Director George Palmer.

8 I want to thank President Fain, Vice
9 President Chuck Browning, and the entire International
10 Executive Board for this opportunity to give an
11 invocation for this Special Bargaining Convention.

12 Brothers and Sisters, let us pray...

13 Lord, God, I feel like I would be remiss if I
14 didn't lay at your feet, what is on my heart today.
15 Wrap your loving arms around those affected by
16 yesterday's violence in my home region, in Nashville,
17 Tennessee area.

18 Let them know that our thoughts and our
19 prayers are with them going into the coming days,
20 weeks, and months.

21 God of Peace,

22 Thank you for giving me this opportunity
23 today, to pray with my brothers and sisters of this
24 great union.

25 Father, we thank you for this opportunity to

1 represent our local unions, and our brothers and
2 sisters at home during this Bargaining Convention.

3 We desire your glory and blessing in all that
4 we do.

5 Direct our thoughts, our words, our
6 decisions, and our actions toward the right path.

7 We pray for our country and our leadership,
8 from the heights of national government to the city and
9 town halls in every community of our great nation.

10 We pray for our military families, our men
11 and women serving in the Armed Forces, both
12 domestically and abroad. They serve with bravery,
13 without selfish intent, while their families anxiously
14 await for their deployment to complete. We ask for
15 their safety and for those families, that they may have
16 peace and comfort as they wait for their safe return.

17 Father God, we also pray a special blessing
18 over this Bargaining Convention. I'm asking you to
19 come and be here with us. We need you to preside over
20 this body. We surely have different opinions, but give
21 us unity of spirit.

22 Lord, we have met adversity and challenges
23 since we last gathered. We have traveled down a
24 difficult road, and I'm asking that we have a spirit of
25 camaraderie and work together on our shared mission.

1 We pray that we may conduct the business of
2 this great union with pride and integrity, and that it
3 be pleasing to you.

4 We must all remind ourselves at the end of
5 the day, we are all brothers and sisters just wanting
6 something better.

7 Loving Father, we thank you most of all for
8 being here in our midst. Let your presence be made
9 known, and lead us today.

10 I believe that you will guide us so that the
11 results can be seen days, months, and even years after;
12 but we can only do it with your guidance.

13 Heavenly Father, I pray today and every day,
14 that we are united in solidarity. Solidarity today,
15 and solidarity forever.

16 Amen.

17 (Applause)

18 UAW MEMBERS: Amen.

19 SECRETARY-TREASURER MOCK: Thank you, Brother
20 Klein.

21 I now ask the delegates to rise as we join in
22 the Pledge of Allegiance.

23 ALL MEMBERS: I pledge allegiance to the flag
24 of the United States of America, and to the Republic
25 for which it stands, one nation, under God,

1 indivisible, with liberty and justice for all.

2 SECRETARY-TREASURER MOCK: It is now my
3 pleasure to introduce this morning's timekeepers:

4 Scott Gear from Local 38, in Region 1A.

5 (Applause)

6 SECRETARY-TREASURER MOCK: And Tracie Collins
7 from Local 182, in Region 1A.

8 (Applause)

9 SECRETARY-TREASURER MOCK: It is my great
10 privilege to welcome my union family to the 2023
11 Special Bargaining Convention of the new UAW.

12 The Special Bargaining Convention is
13 unifying -- a unifying force in the UAW. Here, we
14 discuss the broad physiological goals of the UAW, as
15 well as more specific proposals. Here, we debate the
16 direction of the entire union we'll take for the next
17 four years, regardless of sector or region.

18 Demands are clearly sector specific, have
19 been properly referred to the councils of the Big Three
20 Agricultural Implement to mold the bargaining agenda
21 for those sectors. But the officers of your new UAW
22 understands that there is an overlap between diverse
23 sectors.

24 We have been working with the Resolutions
25 Committee to ensure that we do not eliminate those

1 resolutions designed to create equality between
2 sectors, and to raise the sectors with inferior
3 contracts to the levels of our highest sectors.

4 In addition, the Special Bargaining
5 Convention is a unifying force because it marks the end
6 of elections of the international officers by the first
7 ever vote of every UAW member.

8 (Applause)

9 SECRETARY-TREASURER MOCK: The campaign was
10 an exciting new chapter in the UAW's history, but it
11 was also exhausting and stressful. And yes, divisive
12 among our leaders and our members.

13 We must never forget the reason for replacing
14 the Convention's system with direct election: Union
15 democracy.

16 The watch words of the next four years must
17 be democracy, transparency, and accountability.

18 Some processes may have to change to achieve
19 these goals. Still, for the first time, we can stand
20 on this stage and say with a loud voice and complete
21 certainty, the membership has spoken. It is the job of
22 all elected officers to work together to bring the
23 members' voices into reality.

24 (Applause)

25 SECRETARY-TREASURER MOCK: So today marks the

1 end of competition and division, and the beginning of a
2 democratic member-led UAW that the labor movement has
3 never seen before.

4 So in the spirit of unity, in the firm belief
5 that we are one UAW despite our differences of
6 strategy, I ask the delegates assembled here today, to
7 give arousing roar of support, not only for the
8 officers, but for those who fell short of election.
9 They, too, have contributed our more democratic union.
10 And we look forward to bringing both sides together to
11 create a stronger UAW.

12 (Cheers and applause)

13 SECRETARY-TREASURER MOCK: But the officers
14 on this stage are not the heroes of the UAW or the
15 sheroes of the UAW. We have been put here by the
16 membership to chart a new direction based on our
17 experience and ideas. But it is the membership's
18 determination to change the direction of the UAW that
19 now guides this union.

20 I want to introduce you to the real sheroes
21 and heroes here.

22 I want to ask all locals who have been on
23 strike within the last two years, please stand up.

24 (Applause)

25 SECRETARY-TREASURER MOCK: You have used our

1 most powerful tool we have to bargain with a -- to
2 bargain a successful contract. That tool is
3 solidarity.

4 Let's hear it for these sheroes and heroes
5 one more time.

6 (Applause)

7 SECRETARY-TREASURER MOCK: Make sure you
8 shake the ceiling with your appreciation, because you
9 may be standing here soon, after the bargaining round
10 that will demand the efforts of everyone in this room.

11 Every one of your local unions, we may be
12 standing on our feet cheering for GM workers who may
13 have eliminated tiers during the 2023 strike, or Ford
14 workers whose strike reintroduced COLA, or Chrysler
15 workers who won an unprecedented post-employment
16 benefit for those who used to be called second-tier
17 employees. That's what we may do. That's what could
18 happen. So we may be standing here to celebrate those
19 efforts.

20 The UAW will call on the efforts of every
21 rank-in-file member, as well as every leader, to begin
22 to win back all the givebacks that have been made since
23 the UAW fell into the concession trap in the 1980s.

24 We will not win everything in the first
25 contract. That's quite a possibility. But each of us

1 pledges to you today, that we will fight, and we will
2 rely on the fighting spirit of the rank-in-file, that
3 even 40 years of concessions have not extinguished.

4 (Applause)

5 SECRETARY-TREASURER MOCK: The spark of fight
6 back will become a raging fire in our union's
7 determination to move forward, and to win for our
8 members, what greedy CEOs have stolen from them.

9 Thank you all so very much for your time,
10 it's greatly appreciated.

11 Thank you.

12 (Applause)

13 SECRETARY-TREASURER MOCK: I would now like
14 to call up Vice President Boyer to preside.

15 VICE PRESIDENT BOYER: Good morning,
16 everybody.

17 First thing I would like to say is, you know,
18 I know I have to introduce someone, but I'm glad to see
19 everybody here, and so I want to tell you a little
20 funny story before I start.

21 The first day I got here, I'm so damn short,
22 they had the podium up to here, and all I had was a big
23 head standing out there. Looked funnier than anything.
24 My wife took a picture and put it on Facebook. Made me
25 madder than anything.

1 Anyways, at this time, I would like to bring
2 up Brother Kevin McQuaide for another resolution.

3 Brother McQuaide.

4 (Applause)

5 RESOLUTIONS COMMITTEE KEVIN MCQUAIDE: Good
6 morning, Sisters and Brothers. My name is Kevin
7 McQuaide of Local 1549, Logan, Ohio, under the great
8 leadership of Director David Green, and Assistant
9 Director Rick Smith, out of Region 2B.

10 (Cheers and applause)

11 RESOLUTIONS COMMITTEE KEVIN MCQUAIDE: I will
12 be reading the proposed resolution, Coordinated
13 Bargaining, on page 5 of the resolutions book.

14 For decades, the UAW has used coordinated
15 bargaining as a tool to obtain the most lucrative
16 collective bargaining agreements for our members. This
17 means we create and preserve industry-wide contract
18 patterns.

19 Using this approach rather than isolated
20 bargaining is a force multiplier when negotiating with
21 employers.

22 Whenever we stand together with other UAW
23 members in a sector, or with other unions who share an
24 employer, we increase bargaining power through our
25 solidarity.

1 Many of the industry-wide standards that
2 union members enjoy today, have been achieved by
3 utilizing coordinated bargaining as a tool.

4 We are able to bargain better contracts when
5 we stand together behind a set of common goals and
6 objectives.

7 We will continue to use coordinated
8 bargaining across all sectors as a tool to win better
9 contracts for our members.

10 A shining example of this is Dana Global
11 Settlement Agreement. This agreement placed 13
12 individual work sites under a common expiration date,
13 which produced a first-rate wage and benefit package.

14 By drawing on the experience of talents of
15 bargaining committees from each local, a solid plan was
16 advanced and executed in securing a multi-year
17 agreement.

18 This coordinated bargaining vision did not
19 stop with the UAW-represented plants. It also brought
20 expertise from the united Steelworkers, USW, which
21 represents five plants under the Dana Global Settlement
22 Agreement.

23 When using this carefully thought-out
24 bargaining principle, a substantial number of benefits
25 are achieved.

1 Forming councils, such as the Competitive
2 Shops, Independent Parts Suppliers (CS/IPS), wage and
3 hour councils, has become a useful tool in augmenting
4 the coordinated bargaining process.

5 Each of the CS/IPS wage and hour councils are
6 composed from multiple sites that encompass numerous
7 locals within the same employer.

8 Strategy and tactics developed by the
9 councils for coordinated bargaining can be used across
10 many sectors of the UAW contract negotiations.

11 When the company witnesses similar language
12 at each negotiation table, it strongly affects
13 contractual language that otherwise may have been
14 difficult to achieve.

15 The CS/IPS Department oversees the
16 administration of 19 wage and hour councils.

17 The councils have a proven track records for
18 developing constructive dialogue between the locations
19 and other component councils while addressing company
20 and labor issues.

21 Coordinated bargaining offers a number of
22 benefits:

23 First and foremost is the ability to withhold
24 labor at multiple locations if the employer refuses to
25 bargain a fair and equitable contract.

1 Next, by securing other labor unions'
2 participation in the process, it prevents an easy
3 avenue for an employer to move work around, which leads
4 to whipsawing plants and unions against each other.

5 Finally, coordinated bargaining supports a
6 strong standardized economic package for our members.

7 Coordinated bargaining is a noteworthy tool,
8 not only in the manufacturing field, but also has
9 exciting potential for use in other UAW represented
10 sectors, whether it is the public sector, TOP, gaming,
11 or higher education.

12 This strategic approach is a textbook case of
13 the bargaining power a union has when we negotiate
14 workers in multiple locations.

15 Coordinated bargaining does not just happen.
16 Building the power of coordinated bargaining requires
17 months and years of work. It takes time to share
18 information, build relationships, develop common
19 bargaining proposals and strategies, and become tougher
20 as a unified force.

21 Whether it is within a common sector or
22 stretching across the globe, we must utilize a
23 long-proven method of solidarity.

24 When workers from all unions and labor
25 coalitions channel their energy and experience into

1 common coordinated effort to build power and density, a
2 true level playing field will be achieved for all.

3 This is a clear example of why coordinated
4 bargaining remains one of the UAW's core values as it
5 has been throughout our history.

6 To continue building on this effective
7 bargaining tool, we need to reaffirm our commitment to
8 coordinated bargaining by:

9 * Forming new and strengthening existing
10 wage-hour and bargaining councils at key UAW employers
11 and in key UAW sectors.

12 These councils facilitate building power
13 through coordinated bargaining.

14 * Negotiating common expiration dates in
15 collective bargaining agreements with the same employer
16 or in the same industry.

17 This strengthens our bargaining position by
18 forcing the employer to negotiate with all represented
19 workers at one time.

20 * Negotiating together over common economic
21 and non-economic issues.

22 Even if we cannot bargain jointly, we can
23 coordinate our bargaining schedules and proposals
24 internally, to achieve similar results.

25 * Working with other unions in the U.S. and

1 around the world who represent workers at our employers
2 and in our sectors.

3 This includes participating in employer and
4 industrial councils and labor coalitions.

5 Thank you.

6 (Applause)

7 VICE PRESIDENT BOYER: Thank you, Brother.

8 All right, everybody, I'm about to open up
9 the floor for debate.

10 I'll have one person for and against the
11 resolution.

12 I'm going to start over here in Region 1D.
13 Do I have somebody for the resolution? Is there
14 anybody for the resolution? Going once.

15 Mic four.

16 DELEGATE ROBERT TURNER: Hi, Brothers and
17 Sisters. My name is Robert Turner, form UAW Local
18 2031, out of Region 1D, under the steadfast leadership
19 of Director Steve Dawes, and Assistant Director Scott
20 Zuckschwerdt.

21 (Applause)

22 DELEGATE ROBERT TURNER: I'm here in front of
23 all of you today to speak in favor of this resolution.

24 Our strength comes from our unity and our
25 ability to stand together. Coordinated bargaining is a

1 great example of this, and is one of our many
2 collective bargaining tools to use our strength in
3 numbers as a unified force against a common goal, what
4 is -- which is to get what we can for our members in
5 the best way possible.

6 Thank you.

7 VICE PRESIDENT BOYER: Thank you, Brother.

8 (Applause)

9 VICE PRESIDENT BOYER: You know, it sounds
10 like we're kind of quiet tonight, so I've got to say
11 this to you. How about them Buckeyes? How about them
12 Buckeyes? I woke you up, didn't I?

13 All right. Back to Region 4, somebody
14 against.

15 I.O., baby.

16 Region 4, somebody against? Anybody in
17 Region 4 against? I'm sorry, 1D. Thank you.

18 Hey, I'm there.

19 1D, I'm sorry. Anybody against?

20 All right. Seeing no hands, I'm going to go
21 to Region 1A. Anybody for?

22 I see you right there, Sister. Come up. Go
23 to mic 8, please.

24 DELEGATE GLYNES MARTIN: Good morning,
25 Brothers and Sisters in the U.S. and abroad. My name

1 is Glynes Martin. I am from Local 600, --

2 (Cheers and applause)

3 DELEGATE GLYNES MARTIN: -- up under the
4 dynamic leadership of my President, Bernie Ricke, and
5 my first Vice President Anthony Wayne Richards.

6 (Cheers and applause)

7 DELEGATE GLYNES MARTIN: I stand before you
8 today in support of this. I am from Region 1A, and it
9 has been so quiet in here today, because I know all of
10 you did not get any sleep last night.

11 I am from the most talked-about, the most
12 thought-about, when you see us, all you can do is shout
13 about how strong our leadership is from Region 1A.

14 (Applause)

15 DELEGATE GLYNES MARTIN: I am from the home
16 of the first, the first of everything. The first Afro
17 American president to be our international president,
18 the first Afro American woman to be the assistant
19 director of Region 1A, the first elected Afro American
20 director of Region 1A --

21 (Applause)

22 DELEGATE GLYNES MARTIN: -- the first elected
23 regional director to sit on the International Executive
24 Board. Her name is Laura Dickerson.

25 (Cheers and applause)

1 DELEGATE GLYNES MARTIN: She brings -- she
2 brings integrity to this union. And as the UAW stands
3 in negotiations, I have no doubt that my team that's up
4 there, I'm still with you Chuck, is going to do the
5 right thing.

6 Okay. I stand in support of this proposal
7 because I have seen it work throughout my 25 years in
8 the UAW. It has worked because it stops management and
9 employers from whipsawing us against each other.
10 Because when we have similar contracts and similar
11 languages, if we can't get it over here, we can get it
12 over there. And it stands to let them know that we,
13 the people, have the power with our representatives, to
14 get what we need at the bargaining table.

15 So I just want to say to everyone in this
16 room, to be mindful when we ask our representatives to
17 bargain things for us at the table. Remember, don't
18 lose what you have because you don't know what you
19 want.

20 (Applause)

21 VICE PRESIDENT BOYER: Thank you, Sister.

22 Anybody in 1A against? See you right there
23 with the red constitution. Come on up.

24 DELEGATE GARY WALKOWICZ: I'm Gary Walkowicz,
25 Local 600 delegate from the Dearborn Truck Plant. And

1 I think this is a good resolution. I support the
2 language here.

3 I only rise to speak against it, only to say
4 one thing to the delegates here. Something we need to
5 think about, all the delegates, especially from Ford,
6 GM, and Stellantis, is that I think we're going to be
7 in for a hell of a battle fought in this contract.
8 Sister Mock Gray well spoke about the issue we're
9 facing pulling into the September contract expiration.
10 And I'm asking the delegates here, and our leadership
11 to think about something. Think about, we might have
12 to take on all these corporations at the same time,
13 okay? Use all our power because the companies are
14 coordinated. They are also coordinated in their
15 bargaining efforts against us.

16 In fact, if you look at who owns these
17 corporations, they're the same people. The biggest
18 stockholders in Ford and General Motors are the same
19 people. They're Black Rock, they're Spam Guard, all
20 these huge investment firms. So we're battling the
21 same bosses. So I -- I would think that we at least
22 need to discuss and think going into these
23 negotiations, should we take them all on at the same
24 time, use all our powers as workers, as auto workers to
25 take them on?

1 So I'm just putting that out there to think
2 about because I think it's a discussion worth having.
3 Thank you.

4 VICE PRESIDENT BOYER: Thank you, Brother.

5 (Applause)

6 VICE PRESIDENT BOYER: I'll come over here to
7 Region 1. Anybody in favor?

8 Sister, grab mic three, please.

9 DELEGATE VAQUITA TAYLOR: Good morning,
10 Brothers and Sisters. Good morning, everyone. Wake
11 up. Wake up. Wake up.

12 So my name is Vaquita Taylor. I am from
13 Local 51, with our Region 1 Director, Lasheen --
14 LaShawn English, and my President Casey Fiddler. I
15 want to give a shout out to both of you guys. Thank
16 you for your leadership.

17 So when you think about -- I am against -- I
18 am for this because when you think about coordinated
19 bargaining, I just thought about coordinating, when you
20 coordinate something.

21 So it's to bring the different elements,
22 quote "A complex activity or organization into a
23 relationship that would ensure efficiency and harmony."
24

25 And so, what I want to pull out with this is,

1 we are human first, and then we are UAW. So when we
2 coordinate the two, that's how we come together and
3 that's how we unite. And what I see a lot of is
4 solidarity not being used properly. And so, when we
5 think about coordinating bargaining, we're doing this
6 together. And when we work, we all come from different
7 unions.

8 But it's one particular thing in here that I
9 really wanted to pull out. When workers from all
10 unions and labor correlations channel their energy and
11 experience into a common coordinated effort to build
12 power and density, a true level playing field will be
13 achieved for all.

14 And so this, I want everyone to think about
15 as something we can stand tall on, being coordinated,
16 being in solidarity, and just working together more
17 than anything. The older bringing the younger on board
18 so we all can be together in this thing.

19 Thank you.

20 (Applause)

21 VICE PRESIDENT BOYER: Thank you, Sister.

22 I'll go with somebody against in Region 1.

23 Is there anybody against? I'll ask one more time.

24 Anybody against?

25 Seeing no hands, I'll reach out to Region 8.

1 Anybody in favor? I see you with the blue book.

2 Mic 7, please.

3 DELEGATE CASEY FARNSLEY: Casey Farnsley,
4 Local 862. I'd like to motion to end debate and call
5 the question.

6 (Cheers and applause)

7 VICE PRESIDENT BOYER: There's a motion on
8 the floor to end debate and call for the question.

9 All in favor? Opposed?

10 Okay. So delegate, it's so moved.

11 (Motion to end debate is carried)

12 VICE PRESIDENT BOYER: The question has --
13 well, that's all done. So now, I've got to call up
14 Ms. Mock, Secretary-Treasurer Margaret Mock.

15 She's actually my little sister. So come on,
16 little sis. That part's already done, Margaret.

17 SECRETARY-TREASURER MOCK: Thank you, Rich.

18 I would now like to call up Mike DeLucas to
19 read the next resolution.

20 VICE PRESIDENT BOYER: Okay. What's your
21 point? Say it again. Go to the mic, please. Somebody
22 go to the mic. I see you.

23 There you go, it's on.

24 DELEGATE ROBERT REYNOLDS: Good morning,
25 Brothers and Sisters. Bob Reynolds, Local 897, under

1 the leadership of President Radtke, and our new
2 Regional Director, Dan.

3 I just want to make a point here that we
4 either vote on each resolution separately, or we start
5 tabling these resolutions and we vote on the whole
6 packet. And if it's amended, we would vote on the
7 whole package.

8 So I don't know which way we're going. One,
9 we vote now, one, we're not. So we should make a
10 decision right now as delegates, which way we're going
11 to go.

12 VICE PRESIDENT BOYER: I got you.

13 Resolution Chair will speak to this.

14 RESOLUTIONS CHAIR TODD DUNN: Good morning,
15 Brothers and Sisters. Todd Dunn, Chairperson
16 Resolutions Committee.

17 I know, I'm shocked today. I didn't drink
18 last night, or 89 nights before that. Thank God.

19 So just as I shared it when we opened up --

20 (Applause)

21 RESOLUTIONS COMMITTEE TODD DUNN: Yeah, thank
22 you, and to all those that are continuing to stay sober
23 as well.

24 I just want to share, in the introduction
25 that whenever we vote, we voted on to seize debate.

1 And also, at the end, the resolutions, what we'll do is
2 we'll vote on all at one time. I don't know if you
3 heard me on that when I did the introduction.

4 Once we go through the resolutions and you
5 decide to seize debate, it's done seizing debate on
6 that motion, or that resolution. Then, we'll go
7 through the remainder of the resolutions. And at the
8 end, we'll accept all the resolutions as one.

9 If there's a new or a different resolution
10 other than what we have documented in -- before you,
11 then that would be individual and separate.

12 Does that make sense?

13 All right. Clear as mud. I'm good to go,
14 too. Love you all.

15 Yes, question?

16 DELEGATE ROBERT REYNOLDS: So the follow-up
17 here, the -- really, the proper procedure then would be
18 to vote on tabling this resolution. Because on a
19 tabled resolution, we can go back and bring up if we
20 want to bring up that tabled resolution, add language
21 or amend a language, I believe, Politarian [sic], no?

22 RESOLUTIONS CHAIR TODD DUNN: So you don't
23 need to table it once you've made a motion, correct,
24 Ms. Parliamentarian?

25 Yep, you do not need to table it.

1 DELEGATE ROBERT REYNOLDS: Okay. So can we
2 go back then, Politarian, and bring up a previous
3 resolution and amend it so the -- that resolution is
4 done at that time?

5 RESOLUTIONS CHAIR TODD DUNN: Oh, yeah, yeah.
6 Once we've closed debate, we're done as a body because
7 we've made that vote and voted on closing debate. That
8 ended it.

9 DELEGATE ROBERT REYNOLDS: For that
10 resolution only?

11 RESOLUTIONS CHAIR TODD DUNN: Correct.

12 DELEGATE ROBERT REYNOLDS: Okay.

13 RESOLUTIONS CHAIR TODD DUNN: Yes, sir.

14 DELEGATE ROBERT REYNOLDS: Thank you.

15 RESOLUTIONS CHAIR TODD DUNN: Yes, sir.

16 VICE PRESIDENT BOYER: Mic three, please.

17 DELEGATE CRYSTAL PASARCIK: Okay. Good
18 morning.

19 Crystal Pasarcik, Local 1700, Region 1.

20 My question is, what is the main purpose of
21 this meeting? That's our call point of information.

22 What is the main purpose of this meeting? I
23 know we're all here to present our membership and the
24 proposals and resolutions that we want to see in our
25 contract. But if I'm not mistaken, everything is

1 already in place, but bullet points will be added to
2 any of these resolutions that are amended, correct?

3 VICE PRESIDENT BOYER: Correct.

4 DELEGATE CRYSTAL PASARCIK: Okay. So my
5 concern is, out of the big book of resolutions, which
6 ones are you all not going to bend on? I guess this
7 will speak directly to the Big Three aspect. We can
8 talk and amend all day, but some of us know that
9 collective bargaining is all about negotiations.

10 So which ones are the ones to where you will
11 all say no deal?

12 (Applause)

13 VICE PRESIDENT BOYER: Hmm, I don't know that
14 answer.

15 RESOLUTIONS CHAIR TODD DUNN: So you're
16 talking about collective bargaining. So when all of
17 the resolutions come in, and we took those resolutions,
18 so you've had International, the IEB, the President's
19 Office, you have PR. Everybody's looked at the
20 motions, right? -- or the resolutions that's come in.
21 The resolutions have been put together and best
22 documented. Then, what we did is we went through and
23 read each resolution, and we've added, right, or
24 changed some language in those resolutions to best fit
25 the resolutions sent in by the membership.

1 So as a committee, we can look at 15
2 different resolutions and then look at the resolution
3 that's been put before us, right, in language written
4 as though it expects the membership's intent would want
5 it. And we would say, no, we differ from that opinion,
6 we think this needs to be added.

7 And there was several resolutions that we
8 changed. And whenever we change a resolution, we'll
9 actually have minutes.

10 So what I have is I have minutes of each day,
11 right? So our Recording Secretary Kevin McQuaide, he
12 would make a note or document on such resolution. We
13 had resolutions sent up by Memberships 64, 51, 89, 16,
14 and we decided as a committee, we needed to add this
15 bullet point or change this bullet point, right, or
16 take something out, to best ascertain what the
17 membership's intent is. And then, make sure that that
18 gets documented.

19 So when you talk to, like, Collective
20 Bargaining, we're sitting on the stage as the
21 Resolutions Committee. We're just trying to get the
22 intent of the membership to go back, right? For
23 collective bargaining, because Vice President Chuck
24 Browning, for example, and the team there, I'm vice
25 president on sub, too, so I don't tell anybody what to

1 do. But we try to share the information. Then, when
2 they go back to negotiate, the negotiators use the
3 intent kind of at a 40,000-foot view to be able to go
4 and negotiate what we need for Ford, GM, higher
5 education, whoever it is. Because this is the
6 40,000-foot view to cover all sectors.

7 DELEGATE CRYSTAL PASARCIK: I'm just saying,
8 I guess I want to ask Chuck Browning or Shawn Fain,
9 what would be their no deal at the table?

10 RESOLUTIONS CHAIR TODD DUNN: I can't answer
11 that.

12 VICE PRESIDENT BROWNING: Good morning,
13 Sister.

14 DELEGATE CRYSTAL PASARCIK: Good morning.

15 VICE PRESIDENT BROWNING: And good morning,
16 Delegates.

17 There's really two processes, and I'll talk
18 about how it applies to the Big Three and I'll talk
19 about all of our collective bargaining.

20 So the resolution that we are presenting and
21 debating, and at the wishes of the delegates,
22 adjusting, this is a bargaining resolution that sets a
23 broad bargaining philosophy for all of our sectors
24 moving forward in the UAW.

25 And it's -- it's something that bargainers in

1 all of the sectors can look back on, they can
2 reference.

3 I will say this, in the Big Three, Vice
4 President Booth and Vice President Boyer, myself, we
5 are looking at some of the things introduced, and we're
6 listening very closely to the debate. And in our
7 individual processes for bargaining our specific
8 contracts, some of the items that come up here today
9 that have not come up through our channels, and I'll
10 talk a little bit about that, too, we'll actually take
11 before our councils and incorporate in our bargaining.

12 So the resolution is a comprehensive
13 direction for how the UAW -- what our priorities are
14 over the next bargaining cycle.

15 I'll use Ford as an example. We have -- and
16 so does General Motors and Chrysler, it's a very
17 similar process. We have a process to get very
18 contract-specific resolutions to the bargaining table
19 with our particular employers.

20 So our members sent resolutions in, in all
21 the Big Three, through the local unions. The local
22 unions met, discussed those particular resolutions to
23 those contracts, debated them, voted on them. Those
24 then go to our sub councils, and the sub councils exist
25 in the UAW; GM, Chrysler, and Ford departments, the sub

1 councils go through the same process. They get
2 duplicates. They get difference of opinions on
3 approaching particular issues. Those get debated,
4 presented, and voted on in the sub councils, and then
5 they go to the general council.

6 And that's the entire body of all of our
7 leadership, and in my case, for Ford Motor Company.
8 And, same thing, get debated, get voted on, could get
9 amended, and then those demands go to the specific
10 employers.

11 Every one of the sectors or every one of the
12 local unions, everybody that bargains has a specific
13 process to their contract. But this resolution really
14 does provide guidance for those bargaining committees
15 on what the priorities should be.

16 I'll say this. I thought it was a really
17 good debate on the floor, listening to COLA yesterday.
18 This entire board's aligned with trying to get COLA and
19 address the inflation hardship on our members.

20 (Cheers and applause)

21 VICE PRESIDENT BROWNING: And really, I was
22 particularly touched, I think it was one of our
23 delegates in 9A, talking about the challenges of higher
24 education, our members over there. Especially, where a
25 lot of the higher education institutions are located,

1 and the challenges they have, as well as California.

2 So what we're debating and discussing is the
3 broad philosophy of bargaining over the next four
4 years. And then, depending on what contract, or if
5 you're under a national agreement, or an agreement
6 that's bargained by the directors, there's another
7 process to get specific demands.

8 So I can tell you this, we're listening.
9 Shawn's listening. The board's listening. This is
10 really good for us to understand what significant
11 issues are, to listen to the delegates representing our
12 members, and it's very valuable to us.

13 DELEGATE CRYSTAL PASARCIK: Thank you, so
14 much.

15 VICE PRESIDENT BROWNING: You're welcome.
16 Thank you.

17 DELEGATE CRYSTAL PASARCIK: I think your
18 response helped to set the tone for the whole room,
19 too, hopefully.

20 VICE PRESIDENT BOYER: I want to say
21 something, too, when we have a resolution that comes
22 out, we go through the convention, we have one person
23 that speaks for and one against, unless somebody puts
24 an amendment to that resolution, at the end, we accept
25 the resolution and we go forward, but we don't vote on

1 it because we're going to hold all of them to the end.

2 Does that make sense? And that's actually
3 what we're trying to do. So I want to make sure
4 everybody understands the process.

5 So if you see a resolution that you think
6 needs to be changed, strengthened, anything of that
7 nature, you have to stand up and speak and put an
8 amendment to that resolution, and ask the delegate body
9 to support that.

10 Okay? Make sense?

11 Brother.

12 DELEGATE BRYAN MCCLURG: Good evening,
13 delegates. Morning, I guess.

14 My name is Bryan McClurg, Region 2B, under
15 the direction of Dave Green. And I just wanted to make
16 it so, if we're going to have a call to end the debate,
17 every region should have the opportunity to speak for
18 and against before we take the resolution to --

19 VICE PRESIDENT BOYER: Unfortunately,
20 Brother, that's not how the process works. Once
21 somebody calls it, that's it. All right?

22 DELEGATE BRYAN MCCLURG: All right.

23 VICE PRESIDENT BOYER: Yeah. And in all
24 honesty, the only thing you can do is vote to turn down
25 the motion to close debate. Somebody can make a motion

1 to do that. You know, vote it down. Once they say
2 let's close debate, if you still want to debate, say no
3 when we ask yes or no, okay?

4 With that being said, now, I'm going to call
5 up Secretary-Treasurer Margaret Mock.

6 SECRETARY-TREASURER MOCK: Okay. Here we go
7 again. It seems like Groundhog Day.

8 I would like to now call up Mike DeLucas to
9 read the next resolution.

10 (Applause)

11 RESOLUTIONS COMMITTEE MICHAEL DELUCAS: Good
12 morning, Brothers and Sisters.

13 UAW MEMBERS: Good morning.

14 RESOLUTIONS COMMITTEE MIKE DELUCAS: That's
15 it? Good morning, Brothers and Sisters.

16 UAW MEMBERS: Good morning.

17 RESOLUTIONS COMMITTEE MICHAEL DELUCAS:
18 That's more like it. Thank you.

19 My name is Mike DeLucas. I am president from
20 one of the greatest locals, and that's Local 686 out of
21 Lockport, New York. Lockport.

22 (Applause)

23 RESOLUTIONS COMMITTEE MIKE DELUCAS: Under
24 the leadership of Regional Director Daniel Vicente, out
25 of one of the greatest UAW regions, Region 9.

1 (Chants)

2 RESOLUTIONS COMMITTEE MIKE DELUCAS: Region

3 9.

4 (Chants)

5 RESOLUTIONS COMMITTEE MIKE DELUCAS: So I

6 will be reading the proposed resolution: Political

7 Action and V-CAP, which can be found on page 10 in the

8 resolution book.

9 Political action and V-CAP, the UAW is
10 involved in political action because our ability to
11 make processes for workers at the collective bargaining
12 table is closely intertwined with the ability to elect
13 pro-labor candidates to public office.

14 Federal, state, local governments make
15 countless decisions that have a major impact on our
16 well-being and our quality of life for all working
17 Americans, and on these issues, we address at the
18 bargaining table.

19 We must remain actively involved in the
20 political process in order to advance the interests of
21 workers on issues like workplace health and safety,
22 trade policies, the right to organize, the right to a
23 fair collective bargaining process, pensions, Social
24 Security, Medicare/Medicaid, and, of course, civil and
25 human rights.

1 In the time of a very deep and political
2 division and social unrest, knowing our core values,
3 knowing who we are, and knowing what the UAW is about,
4 and more -- is more important than ever.

5 We recognize the importance of electing
6 candidates who will listen to the voices of all working
7 women and men in our great country, not just their
8 donors.

9 One of the most effective ways to ensure that
10 all working Americans have their voices heard and have
11 an opportunity for a leg up in this economy is to make
12 sure that pro-worker candidates are elected to
13 represent us. The easiest way to do that -- for us to
14 do that is to support V-CAP throughout V-CAP checkoff.

15 V-CAP is the UAW's political action program,
16 which includes the union's Political Action Committee,
17 the PAC.

18 The PAC fund is made up of voluntary
19 contributions from UAW members, both active and
20 retired. The money is used to support pro-worker
21 political candidates who have earned the endorsement of
22 the UAW Community Action Program, UAW CAP.

23 This voluntary contribution is usually made
24 through an automatic payroll deduction called V-CAP
25 checkoff.

1 By law, the union dues cannot be used to
2 support any federal candidates and, in any
3 ever-increasing numbers of states, any candidate for
4 public office.

5 V-CAP checkoff is established in the UAW
6 Constitution, which is in Article 12, Section 20, and
7 is our only means to monetarily support for many
8 labor-endorsed candidates.

9 V-CAP will give, not only UAW members, but
10 all workers a voice and hopes to leveling the playing
11 field.

12 Without those voluntary contributions, our
13 ability to affect the outcome of an important election,
14 and the political and social landscape for many years
15 to come, would be greatly weakened, while businesses
16 can donate as much as they would like due to the 2010
17 ruling in Citizens United.

18 According to the Center For Responsive
19 Politics, during the 2020 election cycle, business PACs
20 donated just over \$379 million to federal candidates,
21 while labor PACs contributed just over one-sixth that
22 amount.

23 **A V-CAP checkoff clause allows us to**
24 **contribute directly from our paycheck, to decide how**
25 **much to contribute, and to adjust our contribution**

1 amount at any time.

2 Consistent monthly checkoff contributions are
3 where we raise the majority of our V-CAP funds. And
4 this method allows us to gear up for big battles ahead.

5 To further these goals, we will pursue the
6 following objectives at the bargaining table:

7 * V-CAP checkoff language must be included in
8 all UAW contracts.

9 * Contracts containing V-CAP checkoff
10 language must be reviewed to assure that employers
11 provide all needed information, and do not charge an
12 exorbitant administrative fee.

13 * We must redouble our efforts to continue
14 bargaining to receive V-CAP information in an
15 acceptable electronic format from the employer.

16 This is becoming even more important as many
17 lawmakers continue to attempt to weaken union members'
18 voices in politics.

19 Thank you.

20 (Applause)

21 SECRETARY-TREASURER MOCK: We now open up the
22 floor for discussion.

23 Okay. Without objection, I will proceed
24 through each region start -- mic four, please.

25 DELEGATE ROBERT SMITH: Bob Smith, Local 167,

1 Regional Director Steve Dawes.

2 I would very much like to support this --
3 this measure. As a CAP delegate, as a member of the
4 West Michigan CAP E board, I've seen how much good this
5 can do, just in these last few years.

6 You know, the State of Michigan, all the CAP,
7 we worked hard, and we took our state back. We filled
8 our state legislature with union --

9 (Cheers and applause)

10 DELEGATE ROBERT SMITH: -- friendly people
11 who showed up and gave us back our freedom to organize.
12 And the work is not done. Repealing right to work is
13 just the beginning. We've got to get real laws that
14 affirm our rights at the bargaining table. We need to
15 get consequences for employers who abuse those rights.
16 And supporting the V-CAP is the best way for us to be
17 able to continue that work and continue to move
18 forward, and take this fight to the other states that
19 are union represented as well.

20 Thank you.

21 (Applause)

22 SECRETARY-TREASURER MOCK: Thank you,
23 Brother.

24 Mic four.

25 DELEGATE STEPHANIE RILEY: Good morning.

1 Stephanie Riley, Region 598, Region 1D.

2 Oforgive my ignorance here, but I'm curious
3 on V-CAP, if we could have an explanation of how the
4 funds are calculated. And I would like to request we
5 have more transparency with V-CAP, to let the members
6 know exactly how much money, maybe, each local is
7 putting in for V-CAP, where those funds are being put
8 together, and where they're being distributed. Because
9 I, personally, have never seen anything like that, a
10 report or anything like that. That's all I would like
11 to request.

12 SECRETARY-TREASURER MOCK: Thank you, Sister.

13 We'll get something up on Lewis or getting
14 something out to the members as it relates to V-CAP.

15 Any further discussion?

16 Where are we at? I can't see him.

17 Oh, mic six, please.

18 DELEGATE ROBERT REYNOLDS: Good morning,
19 Brothers and Sisters. Bob Reynolds, Local 897. I
20 thank you for your patience of having me up at the mic
21 so much. I truly, I truly do. I like to bring a lot
22 of my experiences of 69 -- almost 69 years of living.

23 So first of all, this V-CAP is one of the
24 best programs we have out there. I am totally in
25 support of V-CAP, always have been, and been a major

1 contributor all the way through.

2 But many of you don't know, I'm also -- was a
3 former elected legislator for our County in Erie, but
4 I also served on the election board of my county. And
5 I would like to offer a friendly amendment in a few
6 minutes, to help us out.

7 But one of the important things to understand
8 is, as an elected official, I knew who the people who
9 voted, and I would go down and look for members' names
10 on that list who voted and were UAW brothers and
11 sisters. And that is so important in elections,
12 because the state elections, county elections, those
13 board of elections all have your information, how often
14 you vote, not who you vote for, but how often, and how
15 many times you are out in a primary or you're out at a
16 regular election or a special election.

17 So I would like to offer this friendly
18 amendment just to get things started on friendly
19 amendments. That the UAW establish, by region, a
20 report or format that would -- that would -- he moved
21 on me, kind of got me upset here. But that would
22 establish our UAW's members, who vote and who don't
23 vote. And they can get that information out of the
24 election -- board of elections on a county and a state
25 level. And we need to go after -- that's my -- that's

1 my friendly amendment.

2 But I just want to say one thing on that. We
3 need to go after the people who don't vote. And if we
4 could get those people on there, we can sit down one on
5 one and try to help them to get out to vote.

6 Any questions, I'd be happy to answer on the
7 amendment. Thank you.

8 (Applause)

9 DELEGATE ROBERT REYNOLDS: And they made a
10 good point here. That would go to the director of the
11 CAP councils in each region.

12 Thank you.

13 UNIDENTIFIED SPEAKER: Wait. Delegate Bob,
14 do you mind coming back to the microphone real fast?

15 Just so and we have it correctly, and so
16 everybody knows, --

17 DELEGATE ROBERT REYNOLDS: Right.

18 UNIDENTIFIED SPEAKER: -- the language you
19 want to add to the V-CAP resolution is that the UAW
20 establish a report by region of who votes and who
21 doesn't vote?

22 DELEGATE ROBERT REYNOLDS: UAW members who
23 vote and don't vote. Because we have a -- we have a
24 list of all our members, where they live and stuff like
25 that, so we -- one of the biggest frustrations I had --

1 UNIDENTIFIED SPEAKER: Oh, no, no, I just
2 wanted to clarify the language so everybody knows --

3 DELEGATE ROBERT REYNOLDS: Right.

4 UNIDENTIFIED SPEAKER: -- what the proposed
5 language to add is.

6 It's that the UAW establish a report by
7 region, of UAW members who votes and who doesn't vote,
8 and that report be distributed appropriately?

9 DELEGATE ROBERT REYNOLDS: To the V-CAP, yes.

10 I would make it either the Region V-CAP or
11 the Local V-CAP. If you have several states involved,
12 you would have to do it by state. I think that would
13 strengthen up our V-CAP tremendously.

14 UNIDENTIFIED SPEAKER: Okay. Thank you.

15 Ask for a second.

16 SECRETARY-TREASURER MOCK: Do I have a
17 second?

18 Okay. All in favor?

19 Oh, okay. Well, we have to debate the
20 amendment.

21 I'm going to start with Region 4. You going
22 to the mic? Oh, no, he's not. Okay.

23 Start with Region 4, one for and one -- we're
24 doing one for and one against.

25 DELEGATE ROBERT KREITLER: Robert Kreitler,

1 UAW Local 751, Region 4, under Brandon Campbell.

2 Speaking on this amendment, I'm sorry, I
3 don't need the UAW to be Big Brother on who voted and
4 who did not.

5 (Applause)

6 DELEGATE ROBERT KREITLER: Can you imagine --
7 can you imagine the logistical nightmare of going to
8 each county, finding out who voted and all that, and
9 then sorting through all that? We got bigger things to
10 worry about than who voted and who did all this.

11 (Applause)

12 DELEGATE ROBERT KREITLER: We got companies
13 to fight. We got grievances to win. We got contracts
14 to negotiate. And hamstringing all of our people with
15 one more task to do when they have their plates full
16 enough, is plenty enough.

17 Also, in the UAW Constitution, you have it in
18 there, it is the duty of the membership to go and vote
19 in the elections.

20 (Applause)

21 DELEGATE ROBERT KREITLER: If they are
22 choosing not to abide by what they are supposed to be
23 doing, that is their choice as well.

24 (Cheers and applause)

25 DELEGATE ROBERT KREITLER: They can

1 completely abstain from the political process. We
2 discourage it, but it is their personal choice.

3 (Applause)

4 DELEGATE ROBERT KREITLER: It is not for us
5 to dictate how they live their lives. We can encourage
6 it. We can do anything like that, but no, we shouldn't
7 be playing Big Brother to them. You even have in your
8 resolutions that we don't want to have electronic
9 monitoring of the members. We don't want to be doing
10 all that. Why? Why on earth would you want to do
11 this? Your offices are overworked enough, don't put
12 this on their plate.

13 (Cheers and applause)

14 SECRETARY-TREASURER MOCK: Thank you,
15 Brother.

16 Any -- go to mic three, please.

17 DELEGATE DANIEL GILSON II: Dan Gilson, Local
18 14. I call to end debate on this amendment, and let's
19 get moving.

20 (Applause)

21 (Motion made)

22 SECRETARY-TREASURER MOCK: I hear support.
23 Okay.

24 (Motion supported)

25 SECRETARY-TREASURER MOCK: Go to mic six,

1 please. Thank you, Brother.

2 DELEGATE ROBERT REYNOLDS: Brother, with all
3 -- Bob Reynolds, Local 897, Buffalo, New York.

4 Brother, I fully understand what you said,
5 and I understand where you're coming from, but this is
6 V-CAP. This is politics. This is how we took back the
7 state right to vote -- I mean, right to work away. You
8 have to be involved. You have to get our members
9 there.

10 I go to work on retirees who don't vote
11 constantly. I work on active people. You have to -- I
12 don't have that list. That list is manufactured by the
13 V-CAP people. It's -- the politicians use that
14 constantly. When they go to play politics, and
15 understand this in this audience, they know who votes
16 every year. Do you think they get the message every
17 year? That's whose out there as a politician. And I
18 am a politician.

19 I went out there and said, oh, this guy voted
20 ten times. This guy voted in the primary. This
21 household's got ten people. That's how it's broke
22 down. I need to know.

23 All my UAW brothers are out there supporting
24 me, and who is it because I want to get that guy
25 registered. I want to get that woman out there helping

1 me. That's what this is about. That's where the fight
2 comes in. That's where the money comes in. Trust me.

3 I raised \$40,000 to run for office. Our
4 great Congressman, Chris Collins, went to jail, got
5 freed from President Trump raised \$60,000 against, for
6 my potent that had no record, no nothing. And the only
7 thing I could rely on was the UAW and union support.

8 Brothers and sisters, we need to know who's
9 voting. We need to know we got the UAW behind our back
10 when I put my ass on the line to run for office. And
11 that's why I did this.

12 Thank you.

13 SECRETARY-TREASURER MOCK: Thank you,
14 Brother.

15 The Chair recognizes mic three, the brother
16 at mic three.

17 DELEGATE LUIGI GJOKAJ: With all due respect,
18 when there is a debate to end motion, that is not
19 debatable. It goes immediately to a vote. You can't
20 debate it. It's non-permissible. So let's go to vote,
21 please. The debate has been ended and seconded it.
22 We've got to go to vote.

23 UNIDENTIFIED SPEAKER: Hey, everybody. Good
24 to talk to you again. I'll keep this brief.

25 So the reason why the maker of the motion was

1 able to speak again is reason 5(C), which says the
2 maker of the motion is allowed to give a speech on the
3 motion before you close debate. So now that he's given
4 his speech, we'll go into voting on closing debate, and
5 then we'll vote on the proposed amendment.

6 Thank you, everyone.

7 SECRETARY-TREASURER MOCK: Thank you.

8 (Applause)

9 SECRETARY-TREASURER MOCK: All right. The
10 previous question is moved and seconded.

11 Those in favor of ending debate, say aye.

12 Those opposed, say no. The ayes have it.

13 Debate is now closed.

14 (Debate closed)

15 SECRETARY-TREASURER MOCK: Now, we're about
16 to vote on the amendment.

17 UNIDENTIFIED SPEAKER: So I'm going to
18 re-read the amendment, so you know what you're voting
19 on.

20 The amendment is to have the language that
21 the UAW establish a report by region of UAW members who
22 votes and who doesn't vote, and that report be
23 distributed appropriately. That's the language you're
24 voting on now.

25 SECRETARY-TREASURER MOCK: All right. All in

1 favor, say aye.

2 All opposed?

3 The nays have it.

4 (Motion failed)

5 SECRETARY-TREASURER MOCK: Okay. Now we go
6 back to V-CAP resolution. We were at Region 4. The
7 one brother got up and spoke against it, so now we're
8 going to Region 4 again. We need one person for it.

9 Anybody in Region 4, for the resolution?
10 Seeing no one -- well, let me do this one more time
11 just to make sure.

12 Anyone for the resolution in Region 4?

13 All right. Moving on to Region 6. Anyone
14 for it?

15 Go to mic one, Sister.

16 DELEGATE SARAH ARVESON: Good morning.

17 My name is Sarah Arveson, I'm out of Local
18 5810 in Region 6 under the direction of Mike Miller.

19 This past fall, 48,000 UAW academic workers
20 at University of California organized the largest
21 academic workers strike in the history of this country.

22 (Applause)

23 DELEGATE SARAH ARVESON: We were able to win
24 grievable protections against abusive conduct in the
25 workplace, eight weeks of fully-paid parental leave,

1 guaranteed experience-based wage increases and yearly
2 cost-of-living wage increases, and so much more for
3 every single worker.

4 The power to win came not only from the
5 immense strength of our members, but also from
6 political power in working with the state and Federal
7 Government.

8 In recent years, we passed a bill in
9 California allowing student researchers to unionize,
10 resulting in 17,000 new UAW represented workers.

11 (Applause)

12 DELEGATE SARAH ARVESON: We supported a bill
13 in California as well, to ensure all striking workers
14 are entitled to health benefits that the employer
15 cannot take away when we're fighting.

16 (Applause)

17 DELEGATE SARAH ARVESON: And I want to share
18 something exciting we're working on right now. During
19 our strike, we were immensely aided by Teamsters who
20 respected our picket lines, and refused to make
21 essential delivery for many weeks. Shout out to the
22 Teamsters.

23 (Applause)

24 DELEGATE SARAH ARVESON: We want to repay
25 that solidarity when any workers go out on strike.

1 But, you know, our employers will continue to fight for
2 no-strikes articles that make it more difficult for us
3 to do that. That's why we're sponsoring a state bill,
4 to allow public sector unions like UAW 5810, UAW 2865,
5 and UAW 4123, in California, to respect any picket
6 lines at their work -- work site.

7 We've garnered support from all of the major
8 unions in the state, and our UAW members are actually
9 in Sacramento today, lobbying legislative support for
10 the bill.

11 I'm speaking in favor of this resolution
12 because building political power is essential to
13 winning more for us as union members. And we should
14 continue to build our V-CAP and political organizing
15 program to do this.

16 This includes, as well, for us in the west,
17 pressuring employers at new EV battery facilities to
18 agree to card check agreements and grow our density in
19 the evolving auto sector.

20 And if I may, with this, I would also love to
21 motion to end debate and call the question.

22 (Applause)

23 (Motion made and supported)

24 SECRETARY-TREASURER MOCK: Thank you.

25 Do we have -- since we have a second, the

1 previous question is moved and seconded.

2 All those in favor of ending debate, say aye.

3 All opposed?

4 The ayes have it.

5 (Motion to end debate supported and carried)

6 SECRETARY-TREASURER MOCK: I would now like
7 to call up Vice President Browning to chair the
8 meeting.

9 (Cheers and applause)

10 SECRETARY-TREASURER MOCK: Thank you.

11 VICE PRESIDENT BROWNING: Good morning,
12 again.

13 UAW MEMBERS: Good morning.

14 VICE PRESIDENT BROWNING: I would now like to
15 call up Jessica Morgan from our wonderful Resolutions
16 Committee, to read our first resolution.

17 (Applause)

18 RESOLUTIONS COMMITTEE JESSICA MORGAN: Good
19 morning. I'm Jessica Morgan, Local 838, Waterloo,
20 Iowa, under the great leadership of Director Brandon
21 Campbell, and Assistant Director, Lucas DeSpain, out of
22 Region 4.

23 I will be reading the proposed resolution,
24 Wages and Salaries, found on page 12 of the Proposed
25 Resolution Book.

1 Bargaining committees across the union are
2 taking advantage of a recovering economy to fight for
3 the improved salaries and wages that our members
4 deserve.

5 Over the next four years, we will continue
6 championing gains that improve members' purchasing
7 power and quality of life, while raising the job
8 standards in our industries.

9 Our union intends to reward the sacrifices
10 workers endured during a pandemic-ravaged economy by
11 bargaining for fair compensation for all members. We
12 must also focus on the broader economic inequalities in
13 our society, resulting from excessive corporate power
14 in our political and economic system.

15 CEOs at America's top firms were compensated
16 \$18.3 million on an average in 2021. That is 324 times
17 more than the average worker.

18 Record profits have consumed an increasing
19 share of our nation's income, and corporations
20 regularly hand those profits over to shareholders
21 rather than reinvest the business and the workforce.

22 The impact is evident when the unemployment
23 rate sits below 4 percent, and over 10 million jobs
24 remain unfilled, yet, workers inflation adjusted wages
25 are stagnant or declining.

1 CEOs making millions insist American workers
2 should compete with the oppressed workers in Mexico and
3 China, where automakers use sham unions to suppress
4 workers and pay wages far below the already inadequate
5 U.S. minimum wage.

6 These same companies pit global employers
7 against one another, threatening U.S. workers with
8 those insulting wages.

9 Other workers are denied job security through
10 temporary working arrangements, and often contend with
11 demeaning wages and few legal protections.

12 Meanwhile, politicians attack workplace
13 democracy, safety, and job security, while passing
14 unfair trade deals that sell out American workers.

15 As these forces put relentless downward
16 pressure on wages and inflation stands at a 40-year
17 high, our union must hold firm.

18 Our brothers and sisters in the public sector
19 have been fighting this battle with anti-worker elected
20 officials who believe budgets should be balanced on the
21 backs of working people and retirees.

22 As we sit down to bargain wages and salaries,
23 we have an opportunity to not only gain our fair share
24 of profits, but also to provide an example to non-union
25 workers of what is possible when workers organize.

1 By standing together, we can ensure our
2 workplaces are safe, and our compensation is fair.

3 To these ends, the UAW intends to:

4 * Establish wage and benefit standards so
5 employers cannot whipsaw workers across work sites,
6 positions, or departments.

7 * Establish wage progressions based on
8 objective, clearly defined measures that reduce
9 inequality between workers.

10 * Secure wage increases and other
11 compensation that ensures earnings keep pace with or
12 exceed inflation and productivity increases, whether
13 through general wage increases, bonuses, profit
14 sharing, Cost of Living Adjustments (COLA), or other
15 means.

16 * Eliminate the pay incentive for using
17 temporary workers so all employees can enjoy a stable
18 job with good pay.

19 * The International Executive Board shall
20 reject management proposals for contract language which
21 seek to divide the membership through tiered wages,
22 benefits, or post-employment income and benefits.

23 Where current contracts provide for such
24 divisive compensation, it shall be the obligation of
25 the International Executive Board to seek the

1 elimination of all such tiers by raising lower tiers to
2 the higher level, --

3 (Applause)

4 RESOLUTIONS COMMITTEE JESSICA MORGAN: --

5 holding up to the long-standing union principle of
6 "equal pay for equal pay."

7 * Achieve gender pay equity to ensure that
8 men and women receive comparable pay for comparable
9 work, and equal access to new job opportunities.

10 * Seek just rewards for workers' skills.

11 Well-designed, "pay for knowledge" systems
12 offer workers opportunities to increase their pay by
13 expanding their skills through education and training.

14 We will continue to address the compression
15 between skilled and production wages to maintain a fair
16 balance.

17 * Establish a healthy balance between wages
18 and variable compensation, such as profit sharing.

19 Variable bonuses can be positive additions
20 only if they supplement good, stable wages, and
21 benefits.

22 * Secure an election day holiday so our
23 members can elect representatives who defend our
24 workers' rights and support our public members.

25 Thank you.

1 (Applause)

2 VICE PRESIDENT BROWNING: Okay. We now open
3 up the floor for discussion.

4 Without objection, I will proceed through
5 each region, starting with our newly formed Region 6,
6 and take one speaker in favor, and one against until
7 debate is closed.

8 Just a reminder. Each speaker may not speak
9 longer than five minutes.

10 So, do we have anybody in support of the
11 resolution from Region 6?

12 Do we have anybody opposed to the resolution
13 in Region 6?

14 We're going to start this again, huh?

15 Seeing nobody in favor or opposition, I will
16 move to Region 4.

17 Do have we have anybody in support or
18 opposition from Region 4?

19 Brother, I'm pointing here. Brother with the
20 book, please come forward to mic 2.

21 Morning, Scott.

22 DELEGATE SCOTT HOULDIESON: Good morning,
23 Chuck. How you doing today?

24 VICE PRESIDENT BROWNING: I'm good, Brother.

25 DELEGATE SCOTT HOULDIESON: Scott Houldieson,

1 UAW Local 551, Region 4.

2 I stand in full support of this resolution.

3 We've -- we have a lot to claw back. And I know we're

4 -- you're willing to work on that, and I know this

5 entire Executive Board is willing to work on clawing

6 back what we've given up to help these companies stay

7 solvent when they were in tough times. And now, it's

8 our time to get that back.

9 Actually, we had golden opportunities in the

10 last couple of contract negotiations, that we

11 squandered.

12 Now is our time to come together. But we're

13 going to need to come together in unity, to accomplish

14 this.

15 (Applause)

16

17 DELEGATE SCOTT HOULDIESON: So I stand here

18 today as a proud UAW member that wants to work with

19 each and every one of you, to pull this union together

20 and fight the real battles that we have in front of us,

21 and put behind us, the political divisions.

22 So I'm asking everybody to join me in the

23 fight, and to develop a real contract campaign so that

24 we can actually engage our members in this fight, and

25 get the -- because that's where your power comes from.

1 Your power doesn't come from sitting up there at the
2 table. Your power comes from the shop floor --

3 (Applause)

4 DELEGATE SCOTT HOULDIESON: -- because we are
5 the ones that can control whether these companies make
6 money or they bleed money.

7 And while our livelihoods depend on them
8 making money, their business model depends on us. So
9 let's put that power to work.

10 Thank you.

11 (Applause)

12 VICE PRESIDENT BROWNING: Well, said,
13 Brother. Thank you.

14 Is there anybody in opposition of the
15 resolution from Region 4?

16 Seeing none, we'll go back to UAW Region 9A.
17 Is there anybody in favor of the resolution?

18 Waving the green folder, please go to mic 5,
19 okay? I can't hear you. Could you go to the mic?

20 UNIDENTIFIED DELEGATE: I move -- I move to
21 call the question.

22 VICE PRESIDENT BROWNING: All right. We have
23 a privileged motion to call the question, and support.

24 (Motion made and supported)

25 VICE PRESIDENT BROWNING: We will start with

1 ending debate. All those in favor of ending debate,
2 please say aye. All opposed?

3 Very good. Debate is ended.

4 (Motion carried)

5 VICE PRESIDENT BROWNING: We'll now move to
6 the quest -- yes? Yes. Yes.

7 Point of order. Please come to mic two,
8 Scott.

9 DELEGATE SCOTT HOULDIESON: Okay. Thank you,
10 Brothers and Sisters, union family. Good morning.

11 My point of order is to request to pull out
12 of committee, a resolution on effective membership
13 strike preparation training, organizing, and escalating
14 collective action.

15 (Applause)

16 VICE PRESIDENT BROWNING: We'll pull that
17 out. Thanks.

18 We're going to pull it out to see if we can
19 read it. Would you prefer to read it, Scott? Give us
20 a copy. Okay.

21 So we're going to have the Chair of the
22 Resolutions Committee read it, and then take the vote
23 on whether we pull it out of committee or not.

24 DELEGATE SCOTT HOULDIESON: Okay. You're
25 requesting me to sit down while he reads it, and then

1 take the vote?

2 VICE PRESIDENT BROWNING: If you're
3 comfortable, whatever suits you. Whatever you want to
4 do.

5 DELEGATE SCOTT HOULDIESON: Okay. Thanks.

6 RESOLUTIONS COMMITTEE CHAIR TODD DUNN:
7 Scott, I'm standing, you've got to stand, Brother.

8 DELEGATE SCOTT HOULDIESON: Let's stand
9 together.

10 RESOLUTIONS COMMITTEE CHAIR TODD DUNN: Let's
11 stand together in unity. There you go. We'll show
12 some folks today.

13 Resolution of effective membership, strike
14 preparation training, organizing, and escalating
15 collection of -- collective action. Excuse me.

16 Whereas, the UAW has suffered a dramatic
17 demobilization of its membership over the last half
18 century, particularly in the auto and manufacturing
19 sectors.

20 Whereas, rank-in-file, self-organizing, and
21 preparation is essential for successful strikes,
22 including training, internal organizing, and
23 participating in escalating collective actions.

24 Whereas, the Big Three contracts are expiring
25 in 2023, and UAW members have a historic opportunity to

1 end tiers and reverse past concessions.

2 Whereas, the success of new organizing in the
3 UAW also depends on the quality of existing UAW
4 contracts, particularly in auto and manufacturing
5 sectors.

6 Whereas, the UAW currently discourages or
7 provides very limited resources for member organizing,
8 particularly in auto and manufacturing sectors, when it
9 could, instead, provide extensive resources and
10 membership for developing strong strike actions.

11 Whereas, the UAW trainings and strike
12 preparations focus almost exclusively on the individual
13 responsibility to save money rather than on collective
14 preparation and collective action.

15 Whereas, the UAW should begin incorporating
16 lessons from successful strikes inside and outside the
17 UAW, featuring escalating contract campaigns.

18 Therefore, be it resolved, that the UAW will
19 begin an immediate and sweeping expansion of membership
20 preparation for a strike, recognizing that the contract
21 we win is a reflection of the power we build.

22 Be it further resolved, that the UAW should
23 offer systematic contract campaign and strike trainings
24 across the country, which focus on building working
25 power at the work site through mass participation in

1 effective collective actions.

2 Be it further resolved, that the UAW will
3 establish rank-in-file strike preparation committees
4 (SPCs), in each local to educate members and organize
5 for strike action, and that the UAW will put out a call
6 to every Big Three shop for members to join the SPC at
7 their work sites.

8 SPCs will work to build power at the work
9 site through collective action up through, and
10 including a strike.

11 All members rather a rank-in-file or official
12 leadership, will be able to participate in the
13 formation of the SPC and the organizing it carries out.

14 Be it further resolved, that the UAW should
15 work with SPCs to organize national days of action as
16 part of the contract campaign.

17 These actions could include, but are not
18 limited to:

19 Parking lot meetings, button days,
20 informational pickets at plants in locations, such as
21 dealerships working to rule, et cetera.

22 Be it further resolved, that SPCs will aim to
23 coordinate with other local SPCs through the
24 international creed educational materials on contract
25 demands and collective action, hold regular meetings,

1 and set up communications between SPC members and
2 facilitate transparent communication between
3 rank-in-file members and bargaining committees.

4 Scott.

5 DELEGATE SCOTT HOULDIESON: Thank you.

6 (Applause)

7 VICE PRESIDENT BROWNING: So the next step is
8 to take a vote on whether we pull this out of
9 committee. We need 98 people to support pulling this
10 out of committee

11 So we'll -- we'll present the motion this
12 way. How many are in favor of pulling this resolution
13 out of committee?

14 So, not sure if there's 98 there. So can I
15 ask for those in favor of pulling this out of committee
16 to please stand up? And could I get some assistance to
17 count -- count those votes?

18 Thank you.

19 (Applause)

20 VICE PRESIDENT BROWNING: Yeah, if it gets
21 pulled out of committee -- we're working on that right
22 now, to get it up there.

23 It's like jeopardy.

24 So the auditors counted the support for
25 pulling this particular resolution out of committee for

1 debate, and there's only 88 delegates in support, so
2 that vote is down.

3 (Motion failed)

4 (Applause)

5 VICE PRESIDENT BROWNING: So we ended debate
6 on the other question. I'll now call Vice President
7 Boyer to present his report.

8 I love you, too. That's Glynes. I know it
9 is.

10 (Applause)

11 VICE PRESIDENT BOYER: Okay. The first thing
12 I'd like to do is call up the Stellantis National
13 Bargaining Committee, please.

14 Here they come. They're coming.

15 Come on, everybody. Sit down. Under the new
16 chapter, you sit down. Come on.

17 (Applause)

18 VICE PRESIDENT BOYER: Go ahead and grab a
19 seat, guys. We're going to roll a video, first.

20 All right. Okay. Can we roll the video,
21 please?

22 Hey, everybody, please take heart to this
23 video.

24 (Video played)

25 (Applause)

1 VICE PRESIDENT BOYER: All right, everybody,
2 I want to say I played that video because I want
3 everybody in this room to understand, that can be you.
4 That can be your plan. You might think that you have a
5 lot of product, and you might think that because you
6 build a good product, that it matters. It doesn't
7 matter.

8 The only thing that matters is that when we
9 decide to start standing together, when we quit letting
10 them rip our hands apart knuckle by knuckle and we ball
11 our fist up and punch them in the mouth. We've got to
12 start punching back. We've got to quit pretending that
13 there's two divisions in this union. There's one
14 union. Our union, right?

15 (Cheers and applause)

16 VICE PRESIDENT BOYER: And until you guys
17 decide to stand up and go back to your memberships make
18 them understand that all we have is each other, we're
19 in trouble. We're in big trouble.

20 I'll give you an example. Toledo Jeep, great
21 plant. Great plant. They build the Wagoneer, and they
22 build the Gladiator. Two shifts is the Gladiator.
23 What happens if they decide to stop building the
24 Gladiator on those two shifts. I'm in trouble with the
25 Trenton Engine. I'm in trouble with Toledo Machining.

1 I'm in trouble in Kokomo, Indiana. I'm in trouble in
2 Dundee. We have to stand together, Brothers and
3 Sisters. Every one of us.

4 And I'm going to make one commitment to
5 everybody in this room. If you're in trouble, we're
6 coming. Stellantis is coming. We're coming to your
7 side. We're going to walk the line with you. We're
8 going to do whatever we have to do to make sure you
9 survive.

10 (Applause)

11 VICE PRESIDENT BOYER: Because there's
12 nothing worse than facing your membership and looking
13 them in the eye and saying you ain't got shit for them.
14 You understand what I'm saying? Stare at 2,000 people
15 and tell them, I have no future tore them. Tell them
16 that nobody cares about them. I am not doing it. I
17 will not do it. And I expect everybody in this room to
18 stand together.

19 We have to be one. All this other bullshit
20 has to stop. I need it to stop. That's the only way
21 they're going to understand what this is about. That's
22 the only way.

23 I'm going to go out of my report now. I'm
24 going to bring up my report about IPS. And the
25 importance about IPS, because I have IPS as well, is

1 IPS, when Belvidere shut down, it was about 1200 people
2 there. We were fortunate enough to put some packages
3 together and do some things for the people of Belvidere
4 that were part of the Big Three. But the IPS people
5 got nothing. Twelve hundred people, nothing. They got
6 nothing. That is wrong. They are us.

7 (Applause)

8 VICE PRESIDENT BOYER: The IPS people are 110
9 strong, they are our people. There's no way they
10 should be left behind. You should never leave our
11 brothers and sisters behind. Twelve hundred -- 110,000
12 strong. That's a hell of a weapon. We need to join
13 together, all right?

14 I'm not much of reading off prompters.
15 They've got a Teleprompter here. I asked them to put
16 it up there, but to be quite honest with you, I'm just
17 going to ask you to skip to the part where I can
18 introduce these negotiators because I don't read all
19 this. I'm sorry, I don't read off this garbage off the
20 Teleprompters. I talk from the heart. I don't read
21 all this.

22 I will say that George Harding and Carmen, I
23 Carmen, I don't want to ruin your last name. But
24 director and my assistant director at IPS are great
25 guys, great, great guys. And they do a great job, and

1 they are very strong.

2 Okay. I'm going to start with John Morgan
3 out of Local 7. Please stand.

4 Hold on, Sister, I'll get to you. Let me
5 introduce my team.

6 Melvin Coleman out of 372.

7 (Applause)

8 VICE PRESIDENT BOYER: I'm sorry. Brian
9 Carter out of Local 12. I'm sorry, Brian. I'm hyped
10 up.

11 (Cheers and applause)

12 VICE PRESIDENT BOYER: JD out of Local 685.

13 (Applause)

14 VICE PRESIDENT BOYER: Eddie Gordish out of
15 Local 7.

16 (Applause)

17 VICE PRESIDENT BOYER: Dennis Wright out of
18 685.

19 (Applause)

20 VICE PRESIDENT BOYER: Bob Bickerstaff --
21 you're way out of order. Bob Bickerstaff, out of 1248.

22 (Applause)

23 VICE PRESIDENT BOYER: Josh Fischer out of
24 1649.

25 (Applause)

1 VICE PRESIDENT BOYER: Tammy Wiser out of
2 868.

3 (Applause)

4 VICE PRESIDENT BOYER: Mike Hayes out of 412.

5 (Cheers and applause)

6 VICE PRESIDENT BOYER: Darryl Goodwin out of
7 1302.

8 (Applause)

9 VICE PRESIDENT BOYER: And Chuck Williams out
10 of 1264.

11 (Applause)

12 VICE PRESIDENT BOYER: These are the folks
13 that are going to make it happen for us. These are the
14 folks that I need. I -- I applaud you guys.

15 (Applause)

16 VICE PRESIDENT BOYER: I will be remiss if I
17 didn't shout out my home local, Local 140, President
18 Eric Graham.

19 (Applause)

20 VICE PRESIDENT SISTER: Okay. Sister, please
21 take the mic.

22 DELEGATE TERRI SYKES: Good morning. Terri
23 Sykes, Local 7777. Basically, it's just under the
24 leadership of newly elected LaShawn English and Ray P.
25 I'm not going to try to say your last name, Ray.

1 I just wanted to point out, and maybe I'm
2 wrong or maybe I missed it, but did we skip the
3 duration of collective bargaining agreements, or is
4 that something that we're going to go back to?

5 VICE PRESIDENT BOYER: No, I believe that's
6 done, Sister.

7 DELEGATE TERRI SYKES: Okay.

8 VICE PRESIDENT BOYER: Well, I'm going to
9 hold the mic for a couple minutes longer and stand on
10 my soap box.

11 But honestly, everybody, I need you to put
12 your fists together. You know, one thing I told
13 everybody when I first got office, we're union reps,
14 most of us. When we go into a meeting with management,
15 we command respect. You walk in that door, you make
16 them respect you because if they don't respect you,
17 they're going to walk all over your people. And we've
18 got to get the pride back in this union.

19 You remember back in the old days when
20 companies would say, we're going to call down to the
21 solder house, and the local union would say, no, no,
22 what do you need? We got to get back to that. We got
23 to get back to the point where they fear you more than
24 they do us. You guys got the power. You guys control.

25 You know, I told the company this. The

1 company said to me, well, Rich, when you meet with
2 Trivaris (phonetic), you've got to be careful what you
3 say to him because he's the CEO. And I said, yeah, you
4 think so? I said, I got the people. I don't give a
5 shit what he's got, I got the people. And the people
6 make this happen, not him.

7 (Applause)

8 RESOLUTIONS COMMITTEE CHAIR TODD DUNN: The
9 sister asked about the duration of collective
10 bargaining agreements, apparently on run of show, it's
11 showing the second resolution to be spoken on day
12 three, with the exception that we were two short
13 yesterday. So wherever that falls with run of show,
14 it's somewhere close.

15 VICE PRESIDENT BOYER: All right. You know
16 President Fain isn't here yet. He had his car broken
17 into. We're in Detroit. You know how that happens,
18 right? It's just truth.

19 SECRETARY-TREASURER MOCK: Okay. So we're
20 waiting on the governor, and she's coming. She's in
21 route, or she might even be back there. But in the
22 meantime, I know you may not like it, but these --
23 we've got a couple more videos that are really, really
24 great, so just bear with us, please.

25 Thank you.

1 (Video played)

2 (Cheers and applause)

3 (Video played)

4 (Applause)

5 (Video played)

6 (Applause)

7 (Video played)

8 (Applause)

9 SECRETARY-TREASURER MOCK: Small little minor
10 adjustment here.

11 I'm going to call Rich Boyer back up to take
12 care of some of his business.

13 Thank you, Rich.

14 VICE PRESIDENT BOYER: I'm sorry, but I got
15 so pumped up, I forgot to excuse my committee.

16 Thank you, guys. I'm sorry, I get a little
17 hyped up, you know.

18 (Applause)

19 VICE PRESIDENT BOYER: I'll tell you, we got
20 a big struggle ahead of us.

21 With that, I'm going to call up Margaret.

22 Thank you.

23 SECRETARY-TREASURER MOCK: Okay. Now, I will
24 call up Vice President of General Motors, Mike Booth.

25 VICE PRESIDENT BOOTH: Good morning. Good

1 morning, UAW, how are you today?

2 The companies are listening, you know. So we
3 should be tearing the paint off the wall letting them
4 know we're here for our fight.

5 Good morning, UAW.

6 Good morning.

7 VICE PRESIDENT BOOTH: We're going to start
8 with some slides that Jeff Dokho, Jeff Balfour, and
9 Mike Cox prepared for us for the visit to Washington,
10 D.C. Yes, this is related to the Ballot to Bread Box
11 conversation. We're all familiar with that
12 conversation.

13 Can we get the next slide, please?

14 So these are GM numbers. On here, it shows
15 that the membership has declined almost 80 percent
16 since 1999. Think we have a problem?

17 Next slide, please.

18 GM tier-one suppliers, the low U.S. content
19 -- UAW and U.S. content. So only 6 percent of the
20 product that are brought into our facilities is UAW
21 members. Think we have a problem?

22 Next slide, please. Keep going.

23 So at GM Mexico, production has risen
24 sharply. What they're chasing is the low wage to
25 undermine us.

1 The run of show is behind a little bit.

2 So profit -- next slide.

3 Okay. We're way out of -- way out of whack
4 right here, but we're working good.

5 Go ahead. Next slide. Next one.

6 So what's happening now is GM is running out
7 to the federal -- Federal Government to get money.
8 They want money put in their hands for developing the
9 EVs. Well, there's a problem with that.

10 The run of show is behind a little bit. A
11 little bit more. A little bit more. There we go.

12 So federal support of domestic -- domestic
13 manufacturing is crucial, but it must come with
14 language and requirements that companies create
15 long-term, high-quality union jobs in exchange for
16 taxpayer funds. This allows companies to receive
17 taxpayer loans and, in turn, develop product in Mexico
18 and China, which damages us twice.

19 Think there's a problem?

20 So the taxpayer pays for the loan once, and
21 then we're damaged a second time when we don't reap the
22 benefits of those loans.

23 So let's take a second to talk about the rich
24 history of the UAW.

25 On November 9, 1947, at the 11th UAW

1 Constitutional Convention, Brother Walter Reuther gave
2 a speech titled, "Our Practical Job".

3 It starts with:

4 "We have a practical job in America of giving
5 more than lip service to the noble principles, of
6 taking the fancy promises and translating them into the
7 practical things of life, into bread and butter, into
8 decent homes, into economic security for the great
9 masses of our people."

10 Walter -- Walter Reuther went on to say, and
11 I'll summarize the rest of his speech:

12 Our fight is essentially a fight for -- to
13 make democracy work. Organized labor is the vanguard
14 of the middle-class.

15 The whole world looks to us. We must answer
16 the problem of how men and women can feed and clothe
17 and house ourselves without paying the price of human
18 freedom to get that security.

19 Now, let's look into the future.

20 Well, let's take a second and talk about the
21 elephant in the room. On stage, we have both the
22 Administrative Caucus and the UAWD blended as a family.

23 We, all of us -- all of us must come together
24 for a common cause. Leave the drama, leave the
25 bullshit and games behind.

1 (Applause)

2 VICE PRESIDENT BOOTH: This isn't a shot at
3 anyone. This is a statement for all of the UAW.

4 We have management to fight with, not each
5 other.

6 We must, yes, must, work together as one to
7 improve the lives of our members and the middle-class.

8 Thank you.

9 (Applause)

10 VICE PRESIDENT BROWNING: I'm going to take a
11 real quick second to introduce two people who have
12 supported me all along. I have my mom, Mary Booth, and
13 my wife, Terry Booth.

14 (Applause)

15 VICE PRESIDENT BROWNING: That's what we're
16 here for, is our families.

17 So now, I would like to bring up the Chair of
18 the Negotiating Team for the great Region of 1D from
19 the UAW Local 659, our Bargaining Chair, Ed Smith, who
20 will announce to all of those sitting here in front of
21 you.

22 Brother Ed.

23 Oh, I messed up. I've got to call the
24 bargaining team out. There they are.

25 BARGAINING COMMITTEE CHAIR ED SMITH: Good

1 morning. Come on, you guys are better than that.

2 My name is Ed Smith, and it is an honor and a
3 privilege to stand before you today. I'm chairperson
4 of Local 659, Flint Metal Center, located in Flint,
5 Michigan, home of the original sit downers.

6 (Applause)

7 BARGAINING COMMITTEE CHAIR ED SMITH: I am
8 the Chairman of the TOP Committee for the 2023
9 negotiations team for General Motors UAW.

10 (Applause)

11 BARGAINING COMMITTEE CHAIR ED SMITH: It is
12 also my honor to introduce the following:

13 Recording Secretary of the TOP Committee,
14 Earl Fuller, Local 160, Region 1.

15 (Applause)

16 BARGAINING COMMITTEE CHAIR ED SMITH:
17 Alternate Chairperson of the TOP Committee, Jeff King,
18 and --

19 (Applause)

20 BARGAINING COMMITTEE CHAIR ED SMITH: -- Jeff
21 is Chairperson of Local 14, Region 2B.

22 (Applause)

23 BARGAINING COMMITTEE CHAIR ED SMITH: Sister
24 Arniece Stephenson, Local 1753, where she resides as
25 the Chairperson of Region 1D.

1 (Applause)

2 BARGAINING COMMITTEE CHAIR ED SMITH: Brother
3 Wiley Turnage, President --

4 (Applause)

5 BARGAINING COMMITTEE CHAIR ED SMITH: --
6 Local 22, Region 1.
7 Doug Bias, Local 31 --

8 (Applause)

9 BARGAINING COMMITTEE CHAIR ED SMITH: --
10 Chairperson, out of Region 4.
11 Eric Welter, Chairperson, UAW Local 598,
12 Region 1D.

13 (Applause)

14 BARGAINING COMMITTEE CHAIR ED SMITH: Terence
15 Jones, Chairperson, Local 163, Region 1A.

16 (Applause)

17 BARGAINING COMMITTEE CHAIR ED SMITH: Rob
18 Egnor, Chairperson, Local 211, Region 2B.

19 (Applause)

20 BARGAINING COMMITTEE CHAIR ED SMITH: Nick
21 Capone, Chairperson, Local 1097, out of Region 9.

22 (Applause)

23 BARGAINING COMMITTEE CHAIR ED SMITH: And
24 Kenny Hines, Chairperson out of Local 276, Region 8.

25 (Applause)

1 BARGAINING COMMITTEE CHAIR ED SMITH:

2 Together, we look forward to representing you at the
3 bargaining table.

4 Thank you.

5 (Applause)

6 VICE PRESIDENT BROWNING: I would like to say
7 this is our 2023 Negotiating Team for the GM
8 Department.

9 (Cheers and applause)

10 VICE PRESIDENT BROWNING: With that, I'm out.

11 (Video played)

12 (Applause)

13 (Video played)

14 (Applause)

15 VICE PRESIDENT BOOTH: I would now like to
16 call up President Shawn Fain.

17 (Applause)

18 PRESIDENT FAIN: Good morning, UAW family.

19 Good morning.

20 PRESIDENT FAIN: I apologize for my tardiness
21 today. I had an incident last night. You may have
22 heard about it, so I'm not going to get into it, but
23 sorry about that. I had to take care of it, and
24 everything's good.

25 So it's my pleasure to introduce our next

1 speaker, Michigan's Governor, Gretchen Whitmer.

2 Whitmer is a lifelong Michigander who is
3 focused on getting things done that will make real
4 change in people's lives. As governor, she signed four
5 bills just to deliver kitchen-table issues, grow the
6 economy, and create good paying jobs in every region of
7 the state.

8 So I'm going to take a moment here and just
9 tell, personally, I moved here from Indiana a little
10 over 10 years ago. And when I came from Indiana, our
11 -- Indiana had just passed the right to work. It was a
12 year-long battle, and we ended up losing that battle at
13 the State House. We had a republican legislator in
14 Indiana, a republican governor. And I thought when I
15 moved to Michigan, it was going to be a great thing
16 because I was used to dem -- you know, Michigan being a
17 strong democratic place and, you know, heavy in union
18 labor.

19 And I wasn't here probably less than a year
20 in 2012, it was December of 2012, and low and behold we
21 had a republican governor and a republican legislator,
22 and I thought I was living Ground Hog Day.

23 And I will never forget, you know, they
24 crammed right to work down our throat here in Michigan.
25 But the one thing I don't forget, all I knew about

1 Michigan, I knew who Carl and Sandy Levin were, and I
2 knew who John Dingell was. But that was about the
3 extent of my knowledge of Michigan politics.

4 But the one thing that I learned really
5 quick, when they started to implement right to work,
6 and we had the battle and all the protests at the State
7 House, there was one person I remember that was on
8 House floor with us, she was in our protest standing
9 there with us every day, she was sitting down on the
10 House floor protesting. And that was then,
11 Representative Whitmer, and now our Governor.

12 So I'll never forget her standing there for
13 us.

14 (Applause)

15 PRESIDENT FAIN: And I think it's awesome to
16 stand here 10 years later and she is now our Governor.
17 We have Secretary of State, Jocelyn Benson, and
18 Attorney General Dana Nessel. We have the Trifecta of
19 strong women leaders in this state. And in -- you bet,
20 in this past November, we elected a majority in the
21 state legislator, and I'm damn proud of the work
22 they're doing, and really damn proud of the work
23 Governor Whitmer's doing in leading this. Because as
24 soon as we got to that majority, she pushed, and the
25 democrats pushed to repeal right to work. As you all

1 know, this happened.

2 So you bet, give it up for her.

3 (Cheers and applause)

4 PRESIDENT FAIN: So UAW family, I'm asking
5 you all to give a huge, massive welcome for our friend,
6 our ally, and our sister, Governor Gretchen Whitmer.

7 (Cheers and applause)

8 GOVERNOR GRETCHEN WHITMER: All right. Thank
9 you. Yay.

10 (Cheers and applause)

11 GOVERNOR GRETCHEN WHITMER: Thank you to the
12 brothers and sisters of the UAW. I am so happy to be
13 here with all of you at the Special Bargaining
14 Convention.

15 And now, I know you all have heard we've been
16 a little busy in Lansing, in a good way for a change,
17 right?

18 (Cheers and applause)

19 GOVERNOR GRETCHEN WHITMER: A lot love us
20 were skeptical on whether this day would ever come.
21 But with grit and solidarity and an overwhelming result
22 at the ballot box last fall, we are here, and we are at
23 work. On Friday, I signed the bill to restore workers'
24 rights and prevailing wage in Michigan.

25 (Cheers and applause)

1 GOVERNOR GRETCHEN WHITMER: And that makes
2 Michigan the first state to repeal the so-called right
3 to work laws since 1940s.

4 (Applause)

5 GOVERNOR GRETCHEN WHITMER: Yeah.

6 And so, I don't need to tell you, but that is
7 a BFD. And if you don't know what the F's for, talk to
8 one of your sisters or brothers, they do.

9 But the road to get here was not easy. For a
10 decade straight, we know that workers have been working
11 to make their voices heard.

12 There was a Rosie the Riveter advocates day
13 at the Capitol last week. It's taken a lot of
14 organizing, a lot of advocacy, a lot of voter
15 registration, and solidarity to get to where we are
16 today. And I am damn proud of the work that we had to
17 do, but we cannot, for one second, take our foot off
18 the accelerator. We cannot assume it is over and
19 things are just going to be, you know, sunny and bright
20 for anyone who is working hard in the state. We've got
21 to continue to fight for these rights.

22 But what does it mean for workers and our
23 economy? When we talk about expanding worker's rights,
24 we're talking about workplace safety because workers
25 are secure -- who are secure in their jobs are more

1 likely to identify problems at work when it comes to
2 health and safety. We're also talking about improving
3 work product.

4 This might be a novel concept to some, but
5 workers who are treated with dignity and respect do
6 better work and make better stuff.

7 Who would have thought? We knew that, right?
8 All right.

9 (Applause)

10 GOVERNOR GRETCHEN WHITMER: And fighting for
11 workers improves outcomes for families, for
12 communities, for businesses.

13 Americans agree, we should all have the
14 freedom to negotiate with our employers without
15 government getting in the way.

16 We have shown the world that here in
17 Michigan, we have one another's backs. That's what
18 being in a union is all about. That's why people came
19 to the State of Michigan from across the country and
20 around the world over the last century because they
21 knew if they were willing to work hard, they had a
22 ticket to the middle-class, with advocates who would
23 fight for their wages and their benefits and their
24 safety.

25 Solidarity helped us put the whole world on

1 wheels, forged the arsenal of democracy so that we
2 could win World War II, and build the American
3 middle-class, the most powerful economic engine in
4 human history. And as Governor, I want you to know I
5 have your back.

6 (Applause)

7 GOVERNOR GRETCHEN WHITMER: It's why I took
8 executive action last term when we didn't have a
9 legislature who wanted to work with me to expand
10 workers' rights. I reinstated the prevailing wage for
11 state construction contracts on my own. I signed an
12 executive directive to crackdown on payroll fraud and
13 worker misclassification. We appointed 200 union
14 members to statewide boards and commissions. We
15 brought home the first new auto plant to Detroit in 30
16 years, UAW jobs.

17 (Applause)

18 GOVERNOR GRETCHEN WHITMER: We worked across
19 the island, expanded apprenticeships, and created
20 tuition-free paths to skills trainings.

21 And now, with the majority in the
22 legislature, we are committed to fighting for workers.
23 We are taking bigger, bolder steps.

24 Walter Reuther was right. There's a direct
25 connection between the ballot box and the bread box.

1 We've been working toward our goal to make sure that
2 Michigan is a place where people want to move to and
3 start a family, build a business, where you can have an
4 affordable place to call home, live in a state that has
5 a safe community for you and a solid infrastructure,
6 get your children great education from preschool
7 through post-secondary, and have a good quality of
8 life.

9 And that's why one of the very first bills
10 that I signed this year was a promise I made to all of
11 you, that we would repeal the retirement tax, and we
12 got it done.

13 (Cheers and applause)

14 GOVERNOR GRETCHEN WHITMER: As you know, that
15 tax was slapped on retirees out of the blue in 2011, so
16 that the guy who was here before me could balance the
17 budget and give a big business tax break. They took
18 money out of our kids' schools. They made it harder
19 for people. Well, we have reversed all of that, and I
20 am proud of the work that we're going to continue to
21 do, because we can, and we will compete with anyone.

22 We do the best American manufacturing here in
23 this country, and here in this state. And we will
24 fight like hell to bring battery, electric vehicles,
25 semiconductor factories to America, and specifically to

1 the best state in the country, the State of Michigan.

2 All right. I know some of you aren't from
3 Michigan, and that's okay. We know you wish you were,
4 right?

5 But we will not be hamstrung by supply chain
6 delays, and make -- we will make cars here from top to
7 bottom. Here, in Michigan, we will reject false
8 choices, and become a place where workers thrive, and
9 businesses can succeed.

10 Together, we put the world on notice that
11 Michigan was, is, and always will be the beating heart
12 of the auto industry. Let's leave no doubt that
13 Michiganders are ready to work, and Michigan is open
14 for business.

15 The UAW has been the center for so much of
16 this work, and phenomenal partners to me and all of my
17 allies in Lansing. And I would not be here today being
18 able to acknowledge the good things we've already
19 delivered on, and being able to set the agenda for this
20 state for another almost four years, in this state,
21 left.

22 I'm excited about it, but I'm here because
23 the UAW has been a phenomenal partner to me, and I will
24 continue, so long as I'm in office, to be a phenomenal
25 partner to you, too.

1 Thank you, everybody.

2 (Cheers and applause)

3 (Video played)

4 (Applause)

5 UNIDENTIFIED SPEAKER: I would now like to
6 call up Ralph Welsh to read the next resolution.

7 (Applause)

8 RESOLUTIONS COMMITTEE RALPH WELSH: Good
9 morning, Brothers and Sisters. My name is Ralph Welsh.
10 I'm out of 276, Arlington, Texas, under the strong
11 leadership of Director Tim Smith and Assistant Director
12 George Palmer, Jr.

13 I'm going to be reading on the Retirement
14 Income Proposal, and it's located on pages 14 and 15 in
15 your book.

16 The UAW has a rich history of supporting and
17 negotiating guaranteed retirement benefits.

18 Every worker deserves a comfortable and
19 dignified retirement after a long career.

20 Defined benefit pension plans, social
21 security, and personal savings have traditionally been
22 the foundation of what a sound retirement is built
23 upon.

24 We have collective bargaining agreements that
25 have a variety of ways in which to address retirement

1 benefits and the long-term security of our members.

2 Throughout the years, we have built up on,
3 and improved retirement security, whether it be through
4 a defined pension plan, defined contribution plan, or a
5 combination of -- thereof.

6 Employer trends away from defined benefit
7 pensions plans have continued.

8 Increasingly, the gap is defined contribution
9 savings plans, like 401(k)s.

10 Defined contribution plans allow us to change
11 jobs and take our retirement savings with us. But we
12 also fear -- bear the risk of making sure we have
13 sufficient savings to support us through our
14 retirement.

15 We believe any movement away from a defined
16 benefit pension plan towards a defined contribution
17 plan should not diminish the value of financial
18 protection in retirement.

19 Traditional and defined benefit pension plans
20 provide a guaranteed, lifetime monthly income, and we
21 strongly support them as the best way to protect
22 retirement security.

23 When bargaining a defined pension plan is not
24 feasible, we support a strong defined contribution plan
25 that includes significant employer contributions. And

1 that is [sic] dependent upon employee contributions.

2 In this round of bargaining, we must secure
3 retirement benefits in the face of volatile capital
4 markets and an ever-changing political and legislative
5 landscape.

6 We will address the following pension issues
7 in bargaining:

8 * Employers may demand to freeze our
9 pensions. These freezes sometimes exclude new hires
10 from participating in defined benefit plans, freeze
11 multipliers, or stop accruals. Defined benefit plan
12 freezes have occurred despite adequate plan funding
13 levels or even when the employer's financial position
14 was good.

15 * Pension plan freezes are often just a first
16 step to plan termination.

17 * Defined benefit plans in the public sector
18 continue to battle intense scrutiny and attack. Many
19 plans are underfunded through no fault of workers, and
20 the solution most often proposed by elected officials
21 and the media is a pension freeze.

22 * The trend of employers buying out current
23 retiree pensions with lump sum options and selling
24 pension obligations to annuity providers has
25 accelerated. This practice is known as "de-risking" or

1 "pension risk transfer."

2 We will assess any employer de-risking
3 proposal we receive under the standard of what is in
4 our best interest.

5 * Some employers claim accounting or funding
6 issues require regressive changes in our pension plans,
7 or use them to justify de-risking. These claims must
8 be independently verified.

9 We will address defined contribution plan
10 issues in bargaining by:

11 * Bargaining for employer contributions that
12 are independent of employee deferrals, which are
13 personal savings.

14 * Implementing immediate and fully vested
15 company contributions.

16 * Adding optional forms of payments that
17 provide the option of lifetime payments to reduce
18 longevity and investment risks.

19 * Negotiating with employers for increased
20 financial wellness and education.

21 In bargaining over defined pension plans, we
22 will strive to:

23 * Resist employer efforts to abandon defined
24 benefit plans for defined contribution plans.

25 * Improve normal and early retirement

1 programs through increases in basic benefits,
2 supplements, and temporary benefits for both current
3 and future retirees.

4 * Improvements can also be accomplished by
5 providing additional benefits to protect and maintain
6 purchasing power against inflation.

7 * Improve the funding status of our plans to
8 maintain the security of our benefits, and to avoid
9 restrictions on our benefits.

10 * Eliminate provisions allowing for the
11 reversion of pension fund assets to employers when a
12 plan terms.

13 * Improve provisions providing for credited
14 service for layoff, sick leave, and designated
15 categories of hazardous work.

16 * Remove early retirement eligibility
17 restrictions for those who have -- are affected by full
18 or partial workplace closings, spinoffs, sales, or
19 other forms of employer reconstructing.

20 * Although we recognize that federal law
21 limits our ability to bargain improved benefits for
22 members who have already retired, we will continue to
23 attempt to bargain cost-of-living increases, bonuses,
24 and other benefits for current retirees.

25 Thank you.

1 (Applause)

2 SECRETARY-TREASURER MOCK: We now open the
3 floor up for discussion.

4 Do I see anybody?

5 Oh, there we go.

6 Mic 6, I think that's the closest one to you.

7 DELEGATE JOHN BOGUCKI: John Bogucki, Local
8 2096, home Region 4, Brad Campbell.

9 I call for the question. Let's end debate.
10 This is a no-brainer.

11 (Motion made)

12 (Motion supported)

13 SECRETARY-TREASURER MOCK: Okay. The
14 previous question is moved and seconded.

15 Those in favor of ending debate, say aye.

16 Those opposed, say nay.

17 The ayes have it.

18 (Motion carried)

19 SECRETARY-TREASURER MOCK: I would now like
20 to call up Todd Dunn to read the next resolution.

21 DELEGATE TODD DUNN: All right. This one
22 here is near and dear to my heart. And I know it is
23 with not only the bargainers of the National Ford
24 Department, but all the bargainers.

25 This is a group insurance. You can find it

1 on page 16, in your resolutions book.

2 While compensation is one of the biggest
3 issues we bargain, it is also critical to protect
4 workers with health issues that leave them unable to
5 work for weeks, months or even years.

6 Protection in this case of death is also key.

7 Whether a worker is temporarily or
8 permanently disabled, having adequate income
9 replacement is critical to avoiding financial hardship.

10 Lost earnings because of injury, illness,
11 including mental illness and addiction-related
12 illnesses or death can be financially devastating to
13 workers or their family.

14 It is important that we protect and improve
15 the following company-paid group insurance benefits.

16 Basic, optional, and dependent life.

17 Accidental death and dismemberment.

18 Survivor income benefits (transition and
19 bridge)

20 Short- and long-term disability.

21 Comprehensive EAP programs to address mental
22 health and addiction illnesses.

23 Now more than ever, these essential programs
24 provide critical support at our most vulnerable times.

25 In this round of negotiations, our collective

1 bargaining efforts will include:

2 Employer-paid benefits with adequate wage
3 replacement;

4 Increases to the life insurance coverage of
5 retirees;

6 Protecting survivor income benefits;

7 And treating disabling mental health and
8 substance abuse addiction conditions in the same way as
9 disabling physical health conditions;

10 Negotiating streamlined fair, clear, and
11 adequate rules for employees, and third-party
12 administrators, and employees that help and not punish
13 employees participating in EAP programs.

14 Working to provide retirement savings
15 opportunities to disabled workers without defined
16 pension benefit plans.

17 Thank you.

18 (Motion made)

19 SECRETARY-TREASURER MOCK: We now open the
20 floor up for discussion.

21 And without objections, I will proceed
22 through each region, starting with Region 9.

23 Okay. A motion for? I mean not a motion
24 for. Anybody for the motion? Region 9.

25 Against it? Region 9.

1 Okay. I will go to Region 6. Anyone for?

2 Anyone for, Region 6?

3 Anyone against it, Region 6?

4 All right. I will go to Region 4.

5 Brother with -- right there, will you go to

6 mic 1? DELEGATE ROBERT KREITLER: Robert Kreitler,

7 Local 751, out of Decatur.

8 This is a no-brainer. We have got to take

9 care of our people.

10 The most important thing on here that I love
11 to see is that we are taking care of the visible
12 injuries and the invisible injuries. The injuries that
13 are the people that deal with it in their heads, the
14 mental illnesses, and the problems that they face every
15 day dealing with family illnesses, loved ones that are
16 down. And it takes a mental toll on every single
17 person. They are distracted at work. They are unsafe
18 because their mind is not on the task.

19 If you could get those people the aid they
20 need, and this helps cover that. It's desperately
21 needed. It is in the company's best interest, because
22 when the people have got their mind in the game, they
23 can do more work. Duh. That's not rocket science.

24 So with that said, I would like to just close
25 debate on this, and let's get on to the next thing.

1 (Motion supported)

2 SECRETARY-TREASURER MOCK: All right. The
3 previous question is moved and seconded.

4 Those in favor of ending debate, say aye.

5 Those opposed, say no, or nay.

6 Okay. The ayes have it.

7 (Motion carried)

8 SECRETARY-TREASURER MOCK: Debate is closed.

9 (Applause)

10 SECRETARY-TREASURER MOCK: I now call Vice
11 President Browning to preside.

12 VICE PRESIDENT BROWNING: Good morning.
13 Still morning? All right. You can get all technical
14 on me. I am just asking, though.

15 I call Shirley Mata from the Resolutions
16 Committee to read our next resolution.

17 Shirley.

18 DELEGATE SHIRLEY MATA: Good afternoon,
19 Brothers and Sisters.

20 I have got to lower this first. I am a
21 little short.

22 I am Shirley Mata with UAW Local 249.

23 Brandon Campbell is my Director.

24 And Lucas DeSpain is my Assistant Director.

25 And I am going to be reading Profit Sharing

1 for you found on page 17.

2 Profit sharing and gain sharing.

3 The UAW first incorporated profit-sharing
4 proposals into its bargaining strategy over 60 years
5 ago, at the 1958 Special Constitutional Convention,
6 under the direction of Walter Reuther.

7 In an iconic interview with Mike Wallace,
8 President Reuther clearly laid out the rationale:

9 We have proposed profit sharing for 1958
10 because we believe this is the most effective way to
11 expand purchasing power, and purchasing power is the
12 key to the economic future of the American economy.

13 Our economy is in trouble. There is a
14 serious and growing imbalance between expanding
15 productive power and lagging purchasing power, and we
16 believe that workers, consumers, and farmers are being
17 shortchanged and that they are not getting their fair
18 share of the fruits of our developing technology.

19 The giant corporations are getting more than
20 their share, they're getting a disproportionately large
21 share. And because they are keeping more than their
22 proper share, this is creating a serious imbalance out
23 of which unemployment and recession is developing.

24 Ironically, at that time, the idea that a
25 blue-collar worker would receive a bonus based on

1 company profits was highly controversial and met with
2 broad skepticism by many large corporations,
3 politicians, and the media.

4 Since 1958, UAW members have negotiated a
5 wide variety of profit-sharing plans across many
6 different industries and types of companies and
7 organizations.

8 Indeed, millions of members, families, and
9 local communities across the country have benefited
10 from the increased purchasing power that has come with
11 annual profit-sharing checks.

12 However, business conditions change over
13 time, and plan language must be thoroughly reviewed,
14 updated, and improved during each contract negotiation.

15 Updates should include the metrics the plan
16 is based upon and enhance payout calculations to
17 increase the likelihood of higher payouts.

18 Additionally, updated language is often
19 required to address changes in corporate structure or
20 the creation of new reporting segments in their
21 business.

22 This is especially important as companies
23 recognize or adopt new business models.

24 There is no "one size fits all" approach to
25 creating an equitable profit-sharing plan.

1 However, the following strategies can be
2 applied depending on whether bargaining with a publicly
3 traded corporation, a private for-profit company, a
4 non-profit organization, or in the public sector.

5 Publicly traded corporations: U.S. companies
6 are reporting record profits quarter after quarter as
7 the economy stabilizes from the global pandemic.

8 On top of these record profits, tax cuts
9 funded by hard-working taxpayers are adding even more
10 to the bottom line of these companies and their owners.

11 When companies generate significant earnings
12 after paying for general operating expenses and capital
13 expenditures, they find themselves with excess cash and
14 must decide how to use it.

15 Businesses can use these funds to reduce
16 prices for customers, invest back into the U.S. by
17 building new modern facilities, pay down debt, or shore
18 up underfunded pensions or retiree medical obligations.

19 Instead, the companies routinely spin off the
20 lion's share of the excess cash to their shareholders
21 through increased stock dividends and share buybacks.

22 In 2022 alone, U.S. companies spent a record
23 1.26 trillion to buy back their stock in attempts to
24 increase their earnings per share.

25 With these startling trends in mind, public

1 company profit-sharing plans should include two
2 separate components.

3 The first component is a traditional
4 profit-sharing plan that provides a payout based on the
5 primary profit metric associated with the business unit
6 or segment most relevant to the membership on a
7 geographic basis.

8 This profit metric should be publicly
9 disclosed and reported to the Securities and Exchange
10 Commission.

11 For example, a profit figure for U.S. or
12 North American operations is often the most pertinent
13 to base the plan on if a company publicly reports such
14 a figure.

15 The second component aims to give UAW members
16 an equitable share of the excess cash they helped
17 generate by incentivizing companies to invest more
18 heavily in their U.S. operations and workforce.

19 An additional payout would be provided to UAW
20 members when a company distributes money to
21 shareholders through special dividend increases, to
22 ordinary dividends, or when announcing a stock buyback
23 program.

24 Private for-profit companies: Contracts
25 should base profit-sharing plans on the company's

1 primary profit metric, which is often the same metric
2 that determines executive compensation plans.

3 Since there is often no publicly available
4 financial information to rely on, the utilized profit
5 metric should be fully traceable to a set of annual
6 financial statements that an outside accounting firm
7 audits.

8 Non-profits for public sector: In
9 organizations where profit-generation is not the
10 primary goal, a bonus plan can still be possible using
11 other financial or operational metrics.

12 Example of alternative metrics include
13 operating surpluses and budget performance.

14 Whatever performance metric is used, it
15 should be traceable to public available financial
16 disclosures, such as Federal Form 990 filed with the
17 IRS, or Annual Financial Statements audited by an
18 outside accounting firm.

19 Regardless of the type of profit-sharing plan
20 negotiated, UAW members must have a voice in the
21 initial development and continuous review of the plan
22 to ensure the metrics are appropriate, achievable, and
23 understood.

24 In addition, a well-defined dispute
25 resolution procedure should also be part of any

1 negotiated plan. Companies often propose
2 profit-sharing plans to shift costs away from fixed
3 wages and benefits to variable payments, which they
4 only make if achieving profit metrics.

5 This is a false choice.

6 The UAW takes a different view.

7 Profit-sharing plans should supplement solid
8 wage and benefit increases negotiated at the bargaining
9 table, rather than replacing those wages and benefits.

10 Thank you.

11 (Applause)

12 VICE PRESIDENT BROWNING: We now open up the
13 floor for discussion.

14 Without objection, I will proceed through
15 each region, starting with Region 9A.

16 And take one speaker in favor, and one
17 speaker against, until the debate is closed.

18 Each speaker may not speak longer than five
19 minutes.

20 So do I have anyone in support of this motion
21 in UAW Region 9A?

22 Yes. The black shirt, I think, please go to
23 mic 5.

24 DELEGATE JOHN SANTORO: Hello. I am John
25 Santoro. I am with Local 7902. I represent adjunct

1 professors at NYU.

2 I just want to speak in favor of this for all
3 the reasons given.

4 But also to ask that we start to lobby
5 against stock buybacks.

6 This is one way that corporations drain their
7 profits and reinvest them in their shareholders,
8 instead of reinvesting them in the people that make
9 these companies great, including my Brothers and
10 Sisters in the UAW.

11 I would hope that once we get organized and
12 get through these negotiations, that we would press the
13 government in Washington to begin dialing back the
14 ability of companies to simply buy back their shares
15 and divert needed resources away from improving the lot
16 of the people that make their companies great.

17 Thank you.

18 VICE PRESIDENT BROWNING: Thank you, Brother.

19 Is there anybody in UAW Region 9A in
20 opposition to the resolution? Opposition?

21 Okay. We will move to Region 2B.

22 But before I call on somebody, I just want to
23 make a comment. I love Governor Gretchen Whitmer more
24 than anything in the world. Right.

25 (Applause)

1 VICE PRESIDENT BROWNING: But that was a
2 brave statement standing right in front of Region 2B,
3 saying everybody wants to be a Michigander. That was
4 very brave.

5 So with that being said, do I have anybody
6 that wants to speak in favor?

7 Brother with the white hat, you can go to mic
8 3.

9 DELEGATE KEVIN CRAIN: Good afternoon,
10 Brothers and Sisters. My name is Kevin Crain, from
11 Local 674, Cincinnati, under the direction of David
12 Green.

13 And I would like to give a shout out to my
14 chairman, Doug Becker, and President Janet Billingsley,
15 Local 674.

16 I support this resolution.

17 My main question, though, is why haven't we
18 used our leverage as a major stockholder of General
19 Motors stock during negotiations?

20 Last time I checked, the UAW owns over
21 100 million shares of GM stock. And, you know, with
22 Vanguard, BlackRock, Capital World all around that same
23 area, you know, why can't we go to Mary Barra, who just
24 made 62 million dollars last year? Two million is her
25 base salary. So you guys can take a guess as to where

1 the rest of her salary came from.

2 And I am thinking, well, why can't we like
3 leak it out to BlackRock, Vanguard, hey, we are going
4 to dump this stock, or we are going to put it in an
5 escrow account until after the negotiations? Then, you
6 know, maybe we can use that as leverage to get COLA
7 back, or whatever was on our wish list.

8 Or are we handcuffed to the stock? Is that
9 part of the bankruptcy deal, that we have to own this
10 stock no matter what?

11 That's all I have got. Thanks.

12 VICE PRESIDENT BROWNING: Thank you, Brother.

13 Is there anybody in opposition of the
14 resolution?

15 With the green folder, or paper. Please go
16 to mic 3.

17 DELEGATE TIM BOYD: Good afternoon, Tim Boyd,
18 Jeep Local 12, proud UAWD member.

19 I have two things I am in opposition about
20 this.

21 One: If you recall back, from what I read,
22 the Canadians, this was one of the main reasons why
23 they left the UAW. They didn't like this profit share.
24 They didn't want their wages tied to how well the
25 company did.

1 They wanted the dollar per hour.

2 I would venture to say most of us, if we had
3 a choice between profit sharing or, say, 5 dollars an
4 hour, give me the 5 dollars an hour.

5 I am not a fan of profit-sharing at all.

6 Yes, it is great when we are getting these
7 big bonuses.

8 But look back the last 30 years and the
9 history.

10 Yes, last five, 10 years, there were many
11 years that companies such as Chrysler, Stellantis,
12 whatever you want to call them, zero, 500, 550,
13 nothing, 50.

14 And also currently, like at my plant, Jeep,
15 Local 12, we have approximately 1,400 supplementals,
16 TPTs, TEs, whatever you want to call them.

17 Guess how much in profit-sharing they are
18 getting. Zero.

19 And I am here to tell you a lot of them work
20 a lot more hours than the full-timers. They contribute
21 to the profits. And they are getting squat.

22 So to me, if we are pushing this
23 profit-sharing, it should be -- if we are going to go
24 that route, it should be every UAW member. I don't
25 care if you are full time or if you are part time.

1 Thank you.

2 VICE PRESIDENT BROWNING: Thank you, Brother.

3 We will now move to UAW Region 9.

4 Do I have anybody in support of the
5 resolution that would like to speak?

6 I see somebody in the back.

7 Please go to mic 7.

8 DELEGATE MICHAEL GRIMMER: Good afternoon,
9 Brothers and Sisters. Mike Grimmer, Shop Chairman,
10 774, Tonawanda.

11 I am supporting profit-sharing. I think it
12 is a good thing for the membership.

13 Although I don't want to see it used instead
14 of wage increases.

15 So that's my main focus. I think it is a
16 good thing that we share in the wealth of the company.

17 But what we have seen for the past decade is
18 we get these bonuses, but our wages are stagnant.

19 So in support of it, but not in lieu of
20 raises and COLA.

21 Thank you very much.

22 (Applause)

23 VICE PRESIDENT BROWNING: Thank you, Brother.

24 Is there anybody in opposition of the
25 resolution from Region 9?

1 Yes. Blue book. Please go to mic 7. That's
2 where you are heading anyways, so...

3 DELEGATE JAMES HUTCHINSON: Yeah. Hi,
4 everybody. I am Jim Hutchinson, Local 644, Director
5 Dan Vicente.

6 I work for Dana Corporation, which in one of
7 the previous resolutions they pointed to as this
8 shining example, which is a bunch of crap.

9 We have profit-sharing in our contract, but
10 it is North American only.

11 So what we deal with almost every contract,
12 or every year, sorry, is management gets a bonus. And
13 us union members don't get anything.

14 I would honestly, I would like to see, this
15 is me personally, I would like to see profit-sharing
16 gone. And, you know, us negotiate the best contract we
17 can that we can count on.

18 Because we can't count on this. They are
19 going to do everything they can to skew the numbers, to
20 take anything they can from us. We see that in every
21 way, not just profit sharing, but any way they can.

22 So I am not in support of this.

23 VICE PRESIDENT BROWNING: Thank you, Brother.

24 We will now move to UAW Region 1.

25 Is there anyone that would like to speak in

1 support of the resolution?

2 Yes. Where did it come from?

3 We have the mic coming to you, sister.

4 BONNIE LAURIA: Mr. Vice President, I humbly
5 ask that the Retired Workers Council be recognized to
6 either say yes or no on any subject brought before this
7 body. We were passed by before. And I ask that we not
8 be passed again.

9 VICE PRESIDENT BROWNING: I, as the chair, I
10 humbly grant that request.

11 And as I go around the room, when I come back
12 around, I will see if anybody would like to speak in
13 favor or against.

14 BONNIE LAURIA: Thank you, sir.

15 (Applause)

16 VICE PRESIDENT BROWNING: You're welcome.

17 Region 1, green folder.

18 And this is in support of the resolution.

19 DELEGATE BATAVIAN WICKS: Hello. My name is
20 Batavian Wicks. I am out of Local 869.

21 My regional director is extraordinary.

22 Record breaking. History making.

23 This is all different to us.

24 We elected our IEB and our directors by
25 direct vote. And I am proud of it.

1 Whether you like the outcome or not, it
2 doesn't matter. Because we are entering into a new
3 future under the UAW.

4 Now, getting back to the resolution. I don't
5 understand why we can't have both. I don't understand
6 why we can't fight for profit-sharing and also higher
7 wages.

8 Under the Taft-Hartley Act, and I want to
9 speak to everybody in the UAW, if you get a chance,
10 read it. It is the Federal Government's power that is
11 enacted to the UAW or any union, that you are a partner
12 with that corporation. You are not a servant. You
13 have the opportunity to look at the books just as them.

14 We have lost that. I know we have in my
15 plant. Management says budget.

16 But if you ask one of them, what is the
17 budget? What does our perimeter cost? What is our
18 budget allocated for repairs? What are our budget
19 allocated for anything? They can't tell you. But they
20 will tell you we don't have money.

21 On one side of it, we will say to the
22 corporations, they will say to their shareholders that
23 we have money to burn. We are making record profits.

24 But then they will turn around to the workers
25 and say, hey, we don't have any money for you. We

1 don't have money to repair the plants. We don't have
2 money to furnish our operations.

3 We are allowing them to run us in the ground.
4 And we are doing nothing.

5 All we have to do is speak up. There's
6 federal legislation that allows you to do that.

7 And without the guidance, and without the
8 teachings of seasoned members to younger members, that
9 art form of that skill is lost.

10 So I ask you, humbly, please take the time,
11 read all of your rights. Read all of the Federal
12 mandates.

13 Because believe it or not, whether you think
14 so, you are all government employees. You are under
15 the Department of Labor. That's why when we do wrong,
16 we go to federal prison. Because you swore an oath to
17 the United States of America. You said under the
18 Department of Labor you will do and enact the right
19 things.

20 So lastly, I want to say is that you have
21 federal mandates to go into these plants. And when
22 they say, we don't have the money, you say, well, let's
23 open the books. We are partners in management. We are
24 not there to humbly just increase profits.

25 We are there to make our lives better also.

1 And it is time for us to start taking our
2 share of the pie.

3 Thank you.

4 (Applause)

5 VICE PRESIDENT BROWNING: Thank you, Brother.

6 Is there anybody in Region 1 that opposes the
7 resolution?

8 Yes. Go, green paper.

9 DELEGATE BRYAN CURRY: Bryan Curry, Local
10 1700, Region 1, under LaShawn English.

11 I would like to call the question.

12 (Motion made)

13 VICE PRESIDENT BROWNING: We have a
14 privileged motion on the floor to call the question.

15 Is there support?

16 (Motion supported)

17 VICE PRESIDENT BROWNING: All those in favor
18 of ending debate and calling the question, please say
19 aye.

20 All opposed?

21 The ayes have it.

22 (Motion carried)

23 VICE PRESIDENT BROWNING: And we will get
24 back to the retired.

25 I will tell you what, we will try and start

1 with you all. I do not mess with the retirees. Ever.

2 Yeah. Stand up. Be recognized, please. You don't

3 have to. But stand up. Thank you.

4 (Cheers and applause)

5 VICE PRESIDENT BROWNING: You guys are close

6 to the podium. And I do not want to bring Vice

7 President Boyer down here. Are we square now? We are

8 good?

9 All right. Very good.

10 So I would now like to call up Vice President

11 Boyer. Thank you.

12 VICE PRESIDENT BOYER: Hello. Before I bring

13 up the next resolution speaker, I think I owe the

14 delegation an apology.

15 I made a comment about the president's truck

16 getting broken into in Detroit. That could happen

17 anywhere. Just so everybody knows, I have been living

18 in Detroit for 15 years. So I am a Detroiter, as well.

19 With that being said, I would like to call up

20 the next presenter, Ryan Eding.

21 DELEGATE RYAN EDING: Good afternoon,

22 Brothers and Sisters. My name is Ryan Eding of Local

23 602, under the amazing leadership of Regional Director

24 Steve Dawes, and Assistant Director Scott Zuckschwerdt,

25 out of Region 1D.

1 (Applause)

2 DELEGATE RYAN EDING: I will be reading the
3 proposed resolution Temporary Work found on page 20 of
4 the Proposed Resolution Book.

5 Temporary and contingent work in the United
6 States is at an all-time high. We recognize that some
7 jobs are temporary by their nature. However, that is
8 now what is driving the growth in temporary employment.

9 The current trend is the creation of a
10 long-term temporary workforce as a way for employers to
11 evade responsibilities for financial obligations, such
12 as unemployment insurance and workers' compensation.

13 At many nonunion companies, temporary
14 agencies employ thousands of workers that labor
15 alongside the employer's direct hires.

16 The problem with these temporary jobs is that
17 they are often highly insecure with substandard pay and
18 benefits, few employment protections, and limited
19 access to collective bargaining rights, regardless of
20 whether they last a few weeks, or many years.

21 We must distinguish true temporary
22 assignments from long-term temporary workers filling
23 permanent jobs. If this practice is not stopped,
24 decades of bargaining gains will be lost.

25 Our agreement should include limits on the

1 use of temporary and contingent workers. When
2 temporary workers are employed, they deserve a seat at
3 the table, with union representation.

4 We also have the duty to assist other workers
5 in the fight to organize. And demand that their
6 employers provide clear achievable pathways to secure
7 employment.

8 Our bargaining goals include a contract. Our
9 contracts should limit the use of temporary workers.
10 We will seek language in our agreements limiting the
11 conditions in which temporary workers are used, the
12 number of temporary workers, and the duration of their
13 employment by whom they are employed.

14 Temporary workers should be employed directly
15 by the employer with which we already collectively
16 bargain. And should not be employed through a
17 temporary agency.

18 Temporary workers must have a path to
19 permanent employment. Our agreements should include
20 defined achievable pathways for temporary workers to
21 become permanent.

22 Temporary workers should be covered by a
23 Collective Bargaining Agreement, receive the same pay
24 as other newly hired workers, and have access to
25 employer-paid orientation and union representation.

1 (Applause)

2 VICE PRESIDENT BOYER: Okay. Before we open
3 the floor for debate, I want to recognize the new
4 timekeepers. We have got Jason Ebert for Local 434,
5 Region 4.

6 And we have got Travis Brock from Local 2250
7 from Region 4, as well.

8 All right. As I open the floor, I am going
9 to go around the room. We are going to start out at
10 Region 1. I am going to have one person for, and one
11 person against.

12 You can speak -- I am sorry. He said we
13 start with retirees. I am sorry. We will start with
14 the retirees.

15 You set me up, Chuck. Thanks.

16 Retirees, somebody want to speak for or
17 against?

18 No?

19 Okay. Then we are going to go back over to
20 Region 1.

21 Somebody for? With the blue folder.

22 Please go to mic 3 or 4. 4 is closer to you.

23 DELEGATE JENNIFER SZPYNDA: Good morning,
24 Brothers and Sisters. My name is Jennifer Szpynda. I
25 am from UAW Local 1264, out of Region 1, under Director

1 LaShawn English.

2 And I stand before you today to talk about my
3 support for this resolution.

4 In my facility, temporary workers are being
5 abused. They are forced to work an excessive amount of
6 time, with very little direction from people in the
7 facilities.

8 I do firmly believe that we need to ensure
9 that there is a cap on the amount of temporary workers
10 that are allowed to be hired by these corporations. A
11 cap that is ensured that it is signed off on and in the
12 contract language.

13 We also need to have a clear path. How long
14 are they going to be allowed to be temporary? And we
15 need to make sure that these people are not being
16 abused any longer. Because I am my brothers' and
17 sisters' keeper.

18 Whether or not I make a different amount of
19 money or I receive a bonus, it's my job to stand up and
20 let them know that this is the contract that this
21 stops. The abuse of temporary workers is unacceptable.
22 And I am in full support of this contract language.

23 Thank you.

24 (Applause)

25 VICE PRESIDENT BOYER: Thank you, Sister.

1 Is there anybody in Region 1 against?

2 Is there anybody in Region 1 against?

3 Seeing no hands, I am going to go back down
4 to Region 8. Region 8. Is there anybody in support?

5 I see you all the way back there, Brother.
6 Go to mic 8, please.

7 DELEGATE SIMMIE HERRIN: Good afternoon. I
8 am Paul Herrin, UAW Local 1921, out of New Orleans,
9 Louisiana, under the direction of Tim Smith of
10 Region 8, and my leader, International Rep Jeff Hall.

11 Just to let you know, two contracts ago, we
12 were able to put in -- because we are skilled trades,
13 okay, understand there's a lot of production workers
14 here, but we were able to put in our contract that if
15 they brought temporary workers in, they had to go to
16 the AFL-CIO Brothers and Sisters and get a contract
17 with them, and bring temporary union workers in. So it
18 is doable. So let's do it for the production workers
19 and everybody else. Okay.

20 VICE PRESIDENT BOYER: Thank you, Brother.

21 Is there anybody in Region 8 against it?

22 Again, anybody in Region 8 against it?

23 All right.

24 Seeing no hands, I am going to come over to
25 Region 1D. Anybody want to speak in favor? Anybody

1 want to speak in favor in Region 1D?

2 Anybody in Region 1D want to speak against?

3 Alrighty. You all, hm, okay.

4 Would you please stand up, my friend. Go to
5 the mic. You know how this works.

6 DELEGATE DAN GILSON II: I do. But you had
7 to recognize me first before I left my seat.

8 Dan Gilson, Local 14.

9 I would like to call the question to end
10 debate.

11 (Motion made)

12 VICE PRESIDENT BOYER: Motion on the floor to
13 end debate.

14 Is there support?

15 Is there a second?

16 (Motion supported)

17 VICE PRESIDENT BOYER: All in favor?

18 All against, signal by saying nay.

19 I think the ayes have it.

20 (Motion carried)

21 VICE PRESIDENT BOYER: With that being said,
22 I would like to now call up Vice President Booth.

23 VICE PRESIDENT BOOTH: Good afternoon again.

24 Hi.

25 I would like to call Rene Casiano from the

1 Resolutions Committee to read the next resolution.

2 DELEGATE RENE CASIANO: My name is a Rene
3 Casiano, from Local 2110, UAW, under the leadership of
4 Brandon Mancilla, Director, and Assistant Director
5 Gordon Dean, out of the great region of 9A.

6 Also, I would like to give a shout out to
7 Local 2110 Hispanic Society. Let's all send them our
8 solidarity. We are on strike.

9 And also for Goddard University. We are also
10 on strike.

11 So let's send our solidarity to those great
12 folks on the picket line right now.

13 Thank you.

14 (Applause)

15 DELEGATE RENE CASIANO: I will be reading the
16 proposed resolution, Discipline Grievance Procedure and
17 Union Representation.

18 The grievance procedure is the cornerstone of
19 our Collective Bargaining Agreements. And effective
20 grievance procedures provides due process for the
21 grievants, while ensuring that workplace disputes can
22 be resolved in a timely fashion. In contrast to
23 management control policies and properly functioning
24 grievance process, process procedure brings greater
25 fairness to the workplace.

1 It contributes to an atmosphere of mutual
2 respect, which is essential to creating and maintaining
3 a high level of quality and productivity.

4 Collectively bargained procedures coexist
5 with federal, state, and local laws that protect
6 against various forms of employment discrimination.

7 **A grievance procedure must not replace our
8 individual rights under these laws.**

9 Our bargaining strategies will focus on
10 establishing, enhancing key aspects of grievance
11 procedure including clear and complete descriptions of
12 the grievance procedure, so that it is easily
13 understood and applied;

14 Language that gives our stewards, committee
15 members, and other representatives the necessary time
16 to fulfill their responsibilities and provide effective
17 representation;

18 Language providing our stewards, committee
19 members, and other bargaining unit level
20 representatives paid time to investigate grievances and
21 administer the agreement;

22 Language requiring the employer to provide
23 our representatives with all information needed to
24 administer the agreement and evaluate and process
25 grievances;

1 Clear and enforceable time limits so that
2 grievances move through the system and are quickly
3 resolved;

4 An option for expedited arbitration, even if
5 only in certain cases, such as policy grievances and
6 serious discipline or discharge situations;

7 An option for the use of closing statements
8 instead of briefs for routine and arbitration cases;

9 Language providing for special mechanisms
10 such as pre-arbitration mediation to alleviate
11 grievance backlogs;

12 Provisions requiring an appropriate amount of
13 interest be included in all backpay awards;

14 Provisions requiring the company to repay
15 unemployment insurance benefits, if any, as part of all
16 backpay awards;

17 Increase union representation as needed to
18 ensure that our agreements are administered on a timely
19 and effective basis;

20 Language recognizing that the UAW
21 Constitution sets out a detailed procedure for internal
22 review of grievance handling matters. And that when
23 such a review determines a grievance was improperly
24 handled, or that new evidence changed the outcome, the
25 employer will reinstate the grievance into the

1 procedure;

2 In disciplinary cases, we will seek just
3 cause provisions requiring an employer to follow fair
4 procedures and a reasonable basis for its action;

5 A progressive discipline system which
6 requires the employer to notify the employee of the
7 consequences of continued misconduct and provide the
8 employee an opportunity to correct his/her actions;

9 Provisions that require an employer to issue
10 timely notice of discipline or risk forgoing discipline
11 all together;

12 Clearly stated penalties that are appropriate
13 and proportionate to the misconduct;

14 Provisions that require disciplinary records
15 be removed from the worker's personnel file after a
16 reasonable period;

17 Provisions keeping a worker on the job until
18 charges are proven, except in instances where health
19 and safety in the workplace is jeopardized.

20 Thank you very much.

21 (Applause)

22 VICE PRESIDENT BOOTH: Thank you, Brother
23 Rene.

24 We will now open the floor for discussion.

25 Without objection, I will proceed through

1 each region starting with 9A, and take one speaker in
2 favor, and one against, until the debate is closed,
3 being mindful of the 5-minute time period.

4 So 9A, do we have any for?

5 Red hat, orange hat?

6 DELEGATE RACHEL PETHERBRIDGE: Hello. My
7 name is Rachel Petherbridge, Local 5118.

8 I actually wanted to talk about this in the
9 nondiscrimination section that we have skipped over.
10 But it is relevant here in the grievance section.

11 I wanted to talk to about something that's
12 specific to higher ed, which is sexual harassment in
13 the workplace being kept out of grievance procedures.

14 So a priority of both Harvard, Columbia, I
15 know the UC system, is protection from sexual
16 harassment.

17 We have an issue especially in Harvard where
18 professors prey on graduate students in the workplace.
19 And because of federal law, called Title IX, Title IX
20 is supposed to ban sexual harassment in the workplace
21 and set up a separate system to deal with it in the
22 university.

23 But it ends up with the university becoming
24 both the judge and the juror of those cases. And they
25 are never fixed.

1 We have a professor at Harvard right now who
2 three of my union siblings are suing Harvard over
3 because he harassed them for years, and also at the
4 University of Chicago, and he is still teaching
5 undergraduates right now on campus for the last year.
6 I know, crazy.

7 And so I very much support this resolution.

8 I just wanted to bring it to the delegates on
9 the floor attention that some of the issues that we are
10 facing are not even covered in grievance procedures.

11 This is something that I know that the UC
12 system has won to have sexual harassment go through
13 third-party grievance to arbitration.

14 Columbia has won after going through the full
15 Title IX process.

16 And we are trying to win at Harvard.

17 And I hope my union siblings stand behind
18 higher education as we try to fight the epidemic of
19 sexual harassment from positions of power to student
20 workers.

21 Thank you.

22 VICE PRESIDENT BOOTH: Thank you, sister, for
23 bringing that to light.

24 9A, do we have anybody against?

25 9A, against?

1 Region 9. In favor?
2 Region 9 in favor?
3 Region 9 against?
4 Region 9 against?
5 Region 8 in favor?
6 I see people moving, but I am not sure if
7 they want to speak.
8 8 in favor?
9 8 against? 8 against?
10 Microphone 8, please.
11 UNIDENTIFIED SPEAKER: I would like to call
12 for the end of debate.
13 (Motion made)
14 (Motion supported)
15 VICE PRESIDENT BOOTH: We have a motion to
16 end the debate.
17 We have support.
18 All in favor?
19 All opposed?
20 Motion carries.
21 (Motion carried)
22 UNIDENTIFIED DELEGATE: Point of order.
23 VICE PRESIDENT BOOTH: Point of order.
24 DELEGATE EVAN MACKAY: Debate is closed; is
25 that correct?

1 UNIDENTIFIED DELEGATE: Yes.

2 DELEGATE EVAN MACKAY: Hello. My name is
3 Evan MacKay. I am from Local 5118 in Boston with the
4 Harvard Graduate Students Union.

5 I'm speaking to pull the resolution on to the
6 floor out of committee.

7 (Motion made)

8 DELEGATE EVAN MACKAY: We are in an urgent
9 situation. And we need the UAW to respond.

10 On March 13th, just two weeks ago, there was
11 a disastrous dangerous ruling from the NLRB, Region 1,
12 which carves out fellows from --

13 VICE PRESIDENT BOOTH: Brother, I have a
14 question for you.

15 What resolution are we looking to pull out?

16 DELEGATE EVAN MACKAY: The resolution is
17 titled Resolution to Build Student Worker Solidarity,
18 Inclusive Units, Wall-to-Wall Unions, and Sectoral
19 Strategy.

20 It was passed in my Local 5118 in Boston in
21 Region 9A, and Local 551 in Chicago, in Region 4.

22 This has to do with the dangerous NLRB ruling
23 regarding MIT, the Massachusetts Institute of
24 Technology, carving out workers and dividing our units.

25 And we need the UAW to respond.

1 (Applause)

2 VICE PRESIDENT BOOTH: Brother, I am going to
3 have you actually stop a second.

4 We are going to read that resolution and see
5 if we have the required 98 to pull it out of
6 resolution, pull it out of committee.

7 DELEGATE EVAN MACKAY: I know that this
8 resolution was not included in the omnibus.

9 We know that the Resolutions Committee has
10 been working incredibly hard. They can't respond to
11 every emergency that happened just two weeks ago.

12 But we can respond here and now today by
13 passing this resolution. I hope that you stand.

14 VICE PRESIDENT BOOTH: Thank you, Brother.
15 Do you have a copy of that?

16 DELEGATE EVAN MACKAY: I do have a copy.

17 VICE PRESIDENT BOOTH: Could you bring it up,
18 please?

19 Brother Todd, can we get the Resolutions
20 Committee?

21 DELEGATE TODD DUNN: Yes.

22 All right. Resolution to build student
23 worker solidarity inclusive units, wall-to-wall unions,
24 and sectoral strategy.

25 Whereas student workers require protections

1 based on the labor they perform rather than:

2 1., The job title provided to them by their
3 employer, teaching assistant, grader, researcher, or
4 fellow, etcetera.

5 2., The degree they are pursuing, Ph.D., BA,
6 MA, J.D., etcetera.

7 Number 3., The number of hours they work per
8 week.

9 Number 4., The source of their position's
10 funding: Stipend, external, or internal fellowship,
11 their principal investigator's research grants,
12 etcetera;

13 Whereas, universities often aim to divide the
14 student workforce by arguing that workers are not
15 legitimate workers and do not deserve protections on
16 the basis of their title, degree, hours, funding, or
17 any intersection of these distinctions;

18 At the core of the university's false claims
19 about union representation not being appropriate for
20 some workers who happen to be students is a material
21 interest in eroding our union's membership and
22 undermining coalitions of workers;

23 Whereas, workers can realize greater
24 collective power through solidarity among workers who
25 perform the same types of labor for the same employer,

1 and who, therefore, both have a stake in shared
2 demands, and can play an integral part, role in labor
3 actions;

4 Whereas, workers who are paid hourly, funded
5 externally, non-Ph.D. etcetera, are disproportionately
6 at risk of exclusion attempts by management, an
7 inclusive definition of student worker units will
8 bolster collective power and prevent the future
9 exclusion of in-unit workers;

10 Whereas, beyond individual units establishing
11 a strong basis for sectoral bargaining, and
12 democratically developing cross-unit and
13 cross-workplace strategy, including through alignment
14 of contract expirations, will strengthen the bargaining
15 power of members and Locals to win a COLA, protections
16 against harassment and discrimination, and other key
17 demands.

18 Therefore, be it resolved that the UAW will
19 adopt sectoral bargaining strategy that prioritizes
20 defining the scope of the unit protected by the
21 agreement, commonly found in the agreement's
22 recognition article, based upon job duties rather than
23 by title, degree, hours, or funding. In particular,
24 the scope should include at least all instructors and
25 researchers enrolled as students.

1 Be it further resolved that it has been
2 effective in bargaining, collective student worker
3 demands to also include other categories of workers
4 beyond instructors and researchers, within the scope of
5 the unit protected by the agreement.

6 The scope should thus further include any
7 other categories of workers that are strategic to the
8 context of the workplace or activity organizing within
9 the unionization campaign.

10 VICE PRESIDENT BOOTH: I'm sorry, what was
11 that?

12 Point of information at microphone 3.

13 DELEGATE TIM BOYD: Good afternoon. Tim
14 Boyd, Jeep Local 12, proud UAW member.

15 Could we have that put up on the board,
16 please, like we did the other ones?

17 VICE PRESIDENT BOOTH: We will find out.

18 Yeah. Right now we are trying to get that
19 actually put up on the board. Thank you.

20 So now we need 98 delegates to support
21 pulling this from committee.

22 So if we have 98, okay, let me say this, do
23 we have -- I am stuck here. Point of information.

24 DELEGATE ANTHONY SPENCER: Hello. I am
25 Anthony Spencer, from Local 862, Region 8. Just a

1 proud regular UAW member.

2 (Applause)

3 DELEGATE ANTHONY SPENCER: I just have a
4 point of information.

5 What exactly are they -- is the higher ed
6 wanting?

7 A lot of us aren't in higher ed. And we are
8 going to be reading something that we are still not
9 going to be able to decipher and figure out what you
10 are asking for.

11 So if we could get one of the higher ed
12 students to explain that to us, so we can have a clear
13 understanding of what we are actually bringing out of
14 committee?

15 VICE PRESIDENT BOOTH: Hey, Brother, Brother,
16 real quick, we have a point of order, is we can't talk
17 about it until it comes out of committee.

18 DELEGATE ANTHONY SPENCER: How can we vote if
19 we don't know even what we are talking about?

20 VICE PRESIDENT BOOTH: Because when it's
21 pulled out of committee, that's when we discuss it.

22 DELEGATE ANTHONY SPENCER: Okay. Copy.

23 VICE PRESIDENT BOOTH: So all in favor of
24 pulling this out of committee, say aye.

25 (Motion supported)

1 VICE PRESIDENT BOOTH: All opposed?

2 Motion carries.

3 (Motion carried)

4 VICE PRESIDENT BOOTH: Brother, when you were
5 speaking earlier -- can we get mic 5 turned back on?

6 If you would like to finish speaking on this
7 piece, please.

8 DELEGATE ANTHONY SPENCER: What's happening
9 in higher education is very similar to what is
10 happening in auto and manufacturing and elsewhere
11 within the UAW.

12 Our bosses in the companies try to divide
13 workers. They use arbitrary distinction to mean that
14 the person who has the same boss as you who is doing
15 the exact same work as you doesn't have the same union
16 protections as you, doesn't have the same healthcare
17 protections as you.

18 Within higher education, they use arbitrary
19 distinctions such as whether you are a Ph.D. student or
20 a master student; whether you have a source of funding
21 that is from the University, or from a fellowship.

22 But you are doing the exact same work. And
23 this is the type of anti-worker, anti-solidarity
24 actions that we need to fight against.

25 We see this in auto, we see this in

1 manufacturing. They try to carve apart our units.
2 They try to separate us as workers. And the solidarity
3 that we know makes us stronger and gives us the power
4 to fight for strong contracts.

5 We believe that this resolution would have
6 been included in the omnibus if this dangerous ruling
7 had happened earlier than two weeks ago.

8 But it's two weeks ago. And we need to
9 respond as a UAW. And we need to have a sectoral
10 strategy in higher education.

11 We are here. We are here at the special
12 bargaining convention.

13 We had Vice President Browning remind us what
14 we are doing here, is we are setting these intentions.
15 And we are setting these goals for how we are
16 approaching bargaining.

17 We need that sectoral strategy not only in
18 auto and not only in manufacturing, but throughout the
19 UAW. And we need a sectoral strategy for how is higher
20 education going to combat the way that they try and
21 separate workers from one another.

22 We need to have inclusive units. And that's
23 part of what this resolution does.

24 And I think that we make the omnibus
25 resolution even stronger by voting to support this.

1 Thank you for your support.

2 I know that we have had solidarity across
3 different types of workers within the UAW. We know
4 that we are a diverse UAW, as we enter and continue in
5 the 21st Century, in the changes that affect us as
6 workers. And we are all stronger when we are alongside
7 our Brothers and Sisters and siblings in the UAW, which
8 is why I, as somebody from higher education, am asking
9 for your support here on this.

10 (Applause)

11 VICE PRESIDENT BOOTH: Thank you.

12 We are still trying to work on it. Getting
13 it up there on the screen. Give us two more seconds.

14 So we will proceed with the debate.

15 We are going to take one for, and one
16 against, starting with Region 1D.

17 Point of order.

18 DELEGATE RAFAEL JAIME: Hi. My name is
19 Rafael Jaime. I am the president of UAW Local 2865.
20 The Union represents 36,000 academic workers at the
21 University of California system.

22 And I would like to motion to table this
23 resolution. This motion, this resolution has not been
24 brought to our Local, which represents 36,000 workers
25 at the University of California. Has not been brought

1 to 4121 or 4123. And, you know, the University of
2 California, we have been organizing for years. Since
3 the formation of my union, we have been working with
4 5810 to organize 6,500 postdocs, 4,500 academic
5 researchers. And then 17,000 --

6 VICE PRESIDENT BOOTH: Brother, Brother, I
7 need to stop you for a second. As this is a
8 non-debatable, it is non-debatable, we cannot table it
9 at this time.

10 I am sorry. I said this wrong.

11 Okay. The motion to table is not in order
12 because there's not an emergency.

13 Go ahead. Explain.

14 PARLIAMENTARIAN MICHAEL C. TALIERCIO: Hey,
15 everybody. Sorry to stop you.

16 So the motion to table is the most widely
17 misused motion in Robert's Rules of Order. It is not
18 in order unless there's some emergency that would
19 require us to set this aside, because it allows a
20 majority to stop something without debate.

21 There has to be an emergency for the motion
22 to table to be in order. And it does not appear there
23 is one.

24 But, it would be in order if the delegate
25 would like to move to postpone this indefinitely, which

1 would require a majority to do. But it is debatable.

2 So the delegate could make that motion at this time.

3 UNIDENTIFIED SPEAKER: Can you repeat the
4 resolution one more time?

5 UNIDENTIFIED SPEAKER: Yeah. The motion that
6 you would want to make, if you want to just put this
7 aside, would be the motion to postpone indefinitely.

8 UNIDENTIFIED SPEAKER: All right. I would
9 like to motion to postpone indefinitely. And, again,
10 we have organized many. We have organized many, we
11 have organized thousands of workers at the University
12 of California.

13 VICE PRESIDENT BOOTH: Is there a second?

14 Okay. Now you can speak.

15 UNIDENTIFIED SPEAKER: Yeah. We have
16 organized thousands of workers at the University of
17 California to try to build a wall-to-wall union. And
18 we have, while we are very much in support of the
19 spirit of this resolution, we have some concerns about
20 certain language within that resolution that might
21 actually hamstring organizing committees to respond to
22 conditions on the ground.

23 So I would actually like to postpone
24 indefinitely in order for all academic workers, all
25 higher ed workers, to get together today, in fact, for

1 us to discuss a solution, and find a way to ensure that
2 what, you know, what's -- that public higher education
3 workers are not negatively impacted.

4 Because what, you know, what works in elite
5 private universities may not actually work for public
6 higher education workers.

7 So, again, I would like to motion to postpone
8 indefinitely, so that all higher ed workers can get
9 together and discuss this motion.

10 (Applause)

11 (Motion made)

12 VICE PRESIDENT BOOTH: So now this motion is
13 debatable. And we can take more discussion on this.

14 Do we need a second?

15 No. He got a second.

16 VICE PRESIDENT BOOTH: Does anybody wish to
17 speak against postponing indefinitely?

18 Go ahead, Bill.

19 DELEGATE WILLIAM GUINAN: Always check. Make
20 sure it's on.

21 Bill Guinan, Local 685.

22 I will not pretend to understand higher
23 education. I am an old shop chairman who knows how to
24 negotiate contracts.

25 What I don't understand about this is, I

1 understand what this brother says is we are going to
2 hamstring you over there. And you back here, you are
3 not getting paid correctly.

4 So what is the big deal about putting this in
5 here?

6 Make sure you understand something. These
7 aren't contract proposals. These are resolutions.
8 Okay. Chuck Browning explained it very detailed, that
9 each Local will sit down. You go through your contract
10 proposals. Okay. Not every Chrysler structure has the
11 same things in their Local agreement. Not every Ford
12 structure has it. Not every Navistar. Not every Bell
13 Helicopter. No Dana. Okay. There is no reason that
14 this can't be in. If the brothers and sisters want to
15 get paid equal, why would we ever be against anything
16 like that. And I am not trying to hamstring you over
17 there.

18 (Applause)

19 DELEGATE WILLIAM GUINAN: Okay. But at the
20 end of the day, we are here for one thing, and one
21 thing only, is to provide a better quality of life.

22 As Todd has done a fantastic job on the
23 resolution committee, I am glad I was never on it. I
24 would have lost my mind. Okay. But the whole thing
25 about this is this is a mission statement. This is

1 something, an idea, as Vice President Browning
2 explained. This is something we are going to look at
3 and go into. This does not mean that they are going to
4 get this, and they are going to screw you. You are a
5 separate unit. Okay. All right.

6 Maybe you can get together. Maybe you need
7 your own convention. I ain't quite sure.

8 But at the end of the day, there's no reason
9 something like this can't be put inside there. Okay.
10 All right. So everybody can have what they want.
11 Okay. It's about negotiating. It's not about, I get
12 it and you don't. So that's the question I need to
13 ask. What is the big deal about putting this in there?

14 VICE PRESIDENT BOOTH: We have a point of
15 order on 3.

16 DELEGATE DANIEL GILSON II: No. I have a
17 point of information.

18 VICE PRESIDENT BOOTH: Point of information.

19 DELEGATE DANIEL GILSON II: I don't disagree
20 with anything.

21 Dan Gilson, Local 14.

22 I don't disagree with anything he just said.

23 As far as calling for an indefinite
24 postponement, that doesn't mean that we can't have that
25 brought back up tomorrow, correct? So --

1 VICE PRESIDENT BOOTH: That's correct.

2 DELEGATE DANIEL GILSON II: So I don't know
3 what the issue would be over there. But if they want
4 to communicate between themselves today, and bring it
5 back up tomorrow, let's move on with the convention. I
6 mean, I don't have any problem with that. They are all
7 higher ed. Why should we be arguing this point when
8 they want to resolve that. And then we can bring it
9 back tomorrow and finish this up?

10 (Motion supported)

11 VICE PRESIDENT BOOTH: Thank you. Microphone
12 7.

13 DELEGATE ERIC SASAKI: Eric Sasaki, Local
14 1853, Region 8.

15 What I don't understand, and I read a lot
16 about NLRB, if they made a ruling, shouldn't we as a
17 union go to court and overturn that ruling?

18 Because if that's the ruling, I don't believe
19 we can make the company or management bargain that.

20 That's what -- I mean, I thought this was a
21 bargaining conference.

22 So I think it is in the wrong forum. It is
23 not part of bargaining, especially if NLRB made a
24 ruling, the company doesn't have to bargain that.

25 VICE PRESIDENT BOOTH: Thank you, Brother.

1 Number 6.

2 DELEGATE BRIAN SCHNECK: Brian Schneck,
3 President, UAW Local 259, in 9A.

4 So I am not a lawyer. But I think I
5 understand what's happening here.

6 This year, this resolution, impacts our
7 brothers and sisters at Harvard, 5118. They are under
8 the jurisdiction of the NLRB.

9 That's federal.

10 My other understanding, and correct me if I
11 am wrong, our brothers and sisters in California, they
12 are governed under the jurisdiction of state law.
13 Correct me if I am wrong.

14 And I believe that's what the tension is.

15 So, you know, I would hate to see our
16 brothers and sisters at Harvard, particularly 5118,
17 denied recognition of their fight, you know, for
18 justice here, because of some confusion and perhaps
19 tension of the jurisdictions. So help me out with
20 that. Am I correct or am I wrong?

21 And if that's all it is, if that's all it is,
22 then we should all stand strong for our brothers and
23 sisters at 5118 and pass this resolution.

24 (Applause)

25 VICE PRESIDENT BOOTH: Thank you, Brother.

1 Red folder. I recognize the --

2 DELEGATE SCOTT HOULDIESON: Morning, brothers
3 and sisters. Or good afternoon, union family.

4 Scott Houldieson, UAW Local 551, Chicago,
5 Region 4.

6 I stand opposed to the motion to reconsider
7 indefinitely. Because, you know, we all have
8 wall-to-wall unions in the auto industry. That's all
9 they are asking for in this resolution. They want
10 wall-to-wall unions in higher education.

11 And the bosses tried to divide us. They have
12 been very successful at dividing us into tiers and
13 temps and different ways of dividing members in
14 manufacturing.

15 Well, higher education has been brutally on
16 the attack against unionizing. It took multiple years
17 of going up to the NLRB to be able to organize at these
18 private universities.

19 And we, by giving into this fight, we are
20 giving into the fight that we have been in over the
21 last decade to win recognition at these universities,
22 because they are trying to chip away bit by bit at the
23 wins that we have already gained.

24 So, please, let's deny this motion to set it
25 aside.

1 And let's have a thorough discussion of the
2 resolution. Thank you.

3 VICE PRESIDENT BOOTH: We have a point of
4 order.

5 DELEGATE LUIGI GJOKAJ: Afternoon. Luigi
6 Gjokaj, Local 51.

7 I think the brother that spoke earlier said
8 it perfect. And could have probably stopped right
9 there. As we don't know a lot about higher education.
10 We are ignorant to it. I don't think anyone is against
11 what they are trying to get. But the motion on there
12 is to table it, so we can get a better explanation, so
13 that this body, right, that is auto dominant, that is
14 frankly ignorant to the issues of higher education, can
15 have a better understanding on how to support you.

16 We are all here to support you. We are all
17 one union.

18 All they were asking for in that motion to
19 table was to further discuss it, have something better
20 and more concrete for us to understand it. And then
21 come back to it, so we have all the information.

22 Maybe that one is written exactly the way it
23 needs to be. Maybe something needs to be changed.
24 Maybe you can get it done better.

25 But we shouldn't vote on it right here, right

1 now, until higher ed can get together amongst
2 themselves. Because they know their issues better than
3 we do.

4 And with that, I move to end debate.

5 (Motion made)

6 DELEGATE LUIGI GJOKAJ: And vote on tabling
7 it so we can bring it back when we have further
8 clarification.

9 VICE PRESIDENT BOOTH: We have a motion to end debate.

10 Do we have a second?

11 (Motion supported)

12 VICE PRESIDENT BOOTH: All in favor?

13 All opposed?

14 Nay.

15 Ayes have it.

16 (Motion carried)

17 VICE PRESIDENT BOOTH: So now we have the
18 motion to postpone indefinitely.

19 (Motion made)

20 VICE PRESIDENT BOOTH: All in favor to
21 postpone indefinitely, say aye.

22 Opposed.

23 Nay.

24 VICE PRESIDENT BOOTH: We will have a show of
25 hands.

1 Point of information.

2 DELEGATE RONALD KEGLEY: Ron Kegley, Local
3 12, under Bruce Baumhower and Green.

4 Can you explain how they could bring it back
5 out tomorrow, if we do decide to able it?

6 VICE PRESIDENT BOOTH: Sure. We have
7 somebody here that can be very helpful with that.

8 UNIDENTIFIED SPEAKER: The procedure to bring
9 it back tomorrow is if -- would be the same thing,
10 would be you need 98 people to bring forward a
11 resolution, pull it out. Same thing they did now.

12 So if they want to bring it forward again, or
13 maybe a different resolution that covers the same
14 subject matter, they would need the 98.

15 And if they get the 98, then they can bring
16 it forward. And we can talk about it again tomorrow.

17 VICE PRESIDENT BOOTH: So those in favor, can
18 you raise your hands? This is in favor of postponing
19 indefinitely.

20 Can you stand up?

21 Stand up and raise your hands.

22 Or stand up, not raise your hands. We will
23 figure it out.

24 So can we have the nay votes?

25 Can you please stand, nay for postponing

1 indefinitely?

2 The ayes have it. 384 to 86.

3 The motion is postponed indefinitely.

4 (Motion failed)

5 Go ahead, 6, please.

6 DELEGATE NATALIE JAMES: My name is Natalie
7 James. I am a member of NLSW, that's National
8 Organization of Legal Services Workers, Local 2320, in
9 Region 9A.

10 And I stand in solidarity with student
11 workers who make up 25 percent of our UAW.

12 If you don't believe that protecting student
13 workers is important to our union, those numbers belie
14 that point.

15 I am urging everyone who wants to learn more
16 about this, who in good faith wants to learn more about
17 this, to go to the following website to read the
18 resolution for themselves and points about it, at
19 UAW.org, back slash, student workers.

20 VICE PRESIDENT BOOTH: Sister, please finish
21 your thought, please.

22 DELEGATE NATALIE JAMES: That is UAW.org
23 back slash student workers.

24 VICE PRESIDENT BOOTH: Thank you.

25 For the next portion is Vice President Chuck

1 Browning.

2 VICE PRESIDENT BROWNING: Good afternoon.

3 I call Todd Dunn, Chair of the Resolutions
4 Committee, to read our next resolution.

5 Back by 8.

6 DARREN FITZGER FORD: Greetings and
7 salutations. Darren Ford, Local 6000, under the
8 leadership of Laura Robertson [sic], Director. And
9 Dave Pagac, Assistant Director.

10 Just want to know if we can get a hard copy
11 of what was on the board, so we can study that tonight,
12 maybe?

13 VICE PRESIDENT BROWNING: Yeah, I got it.

14 President Fain said we can most certainly do
15 that. So we will make arrangements. We will get some
16 hard copies. And we will figure out a way to get it
17 distributed.

18 Fair enough?

19 All right. Very good.

20 Brother Dunn, come on up.

21 DELEGATE TODD DUNN: That's one veteran right
22 there that I love to hug every chance I get. I don't
23 care who the hell you are.

24 First of all, I do want to, with mindfulness,
25 right, thank the membership for everything that you are

1 doing here today as delegates, and the rank and file
2 that we are representing back home.

3 You know, even though we have spirited
4 debate, we also are mindful of each other and our
5 opinions. And I see the membership already moving
6 forward more on one accord than yesterday. And that's
7 most important.

8 Because what we have at hand right now in our
9 collective bargaining upcoming season, and those who
10 have already went through it, we have to be as such
11 that my prior military and my Vice President Chuck
12 Browning said, discipline and detail.

13 And what I am getting ready to talk about
14 right now is recognizing that dissident, detail, such
15 as veterans like Chuck Browning, and on the floor.

16 So with that, I would like for us to honor
17 every single veteran, active, retired, in the past and
18 who have fought for our country, that we are here today
19 and have the honor to be in this room as United States
20 citizens. If you would, veterans, please stand up be
21 recognized.

22 (Cheers and applause)

23 DELEGATE TODD DUNN: It is so important for
24 me to know that my brothers and sister veterans, that
25 not only would I have died with you yesterday, I will

1 die with you today. And I will honor dying with you
2 tomorrow if need be.

3 I also represent active heroes. And it's 147
4 acres in Louisville, Kentucky. And I just want to tell
5 you a small tidbit.

6 Out of our previous Collective Bargaining
7 Agreements where we had community services teams, and
8 Chuck knows how much I feel about that community
9 service is not just doing community service. It also
10 affects us humanly as humans. And it also affects how
11 we operate as union members. And how we try to make
12 tomorrow a better place.

13 And with that, our community service teams
14 across the United States have put over \$1.5 million on
15 the ground of active heroes. And if you don't know,
16 look up active heroes. It is in Louisville, Kentucky,
17 or Shepherdsville, Kentucky. It's 147 acres.

18 And we fight to end veteran suicide. Anyone
19 in this room has anyone that's a veteran in their
20 family or is a veteran, you could come and stay for
21 free. And you could put my phone number down. And you
22 can call me. 502-608-0442. Or call Active Heroes.
23 And you can come and stay for free with your families
24 to reconnect.

25 Because every veteran that's taken their

1 life, or has taken their life in the past, is taking
2 their lives today, and they are going to continue to do
3 it tomorrow. So that's why today what we are doing is
4 the most important thing of our lives.

5 With that, benefits for service women,
6 servicemen, and veterans, page 39.

7 Our union recognizes the sacrifice and the
8 service of all of the men and women who have served in
9 the United States Armed Forces. They served our
10 country with honor and distinction. And they deserve
11 our respect and the thanks of our nation.

12 Through collective bargaining and political
13 action, we will strive to help our veterans secure good
14 jobs that provide suitable pay and benefits.

15 We also demand that veterans with
16 service-related medical needs receive high quality
17 care, in a dignified setting, for as long as is
18 necessary.

19 Our bargaining programs will continue to
20 reflect our unwavering support for veterans and for
21 those who are currently serving or called to active
22 duty by seeking fair treatment in the workplace.

23 Therefore, during this round of bargaining,
24 we will maintain previously won language related to all
25 who have served and are serving, and seek improvements

1 where necessary by demanding the following:

2 We will continue to bargain for allowed
3 military duty leave, along with contract provisions to
4 require employers to make up the difference between
5 military pay and benefits and a member's regular pay
6 and benefits when a UAW member is called to active
7 duty.

8 We will seek additional improvements in pay,
9 benefits practices, coverage eligibility, and
10 administrative procedures affecting military leave.

11 Specifically, we will seek to ensure that the
12 wages and benefits of returning military personnel are
13 paid in a prompt manner.

14 Individuals who have suffered injuries should
15 receive special dispensation beyond that required by
16 the Americans with Disabilities Act, if necessary, so
17 they may resume employment.

18 And we will continue to urge employers to
19 join us in supporting adequate funding for veterans'
20 health care programs.

21 The UAW will seek additional employee
22 assistance programs and other services to assist
23 veterans and those returning from active duty that are
24 facing posttraumatic stress disorder issues, dependency
25 on opioids, and growing issues related to suicide, and

1 suicide prevention for veterans.

2 Man. Pretty cool.

3 (Applause)

4 DELEGATE TODD DUNN: Pretty cool. It's
5 pretty cool. And it is not UAW, ain't no other letters
6 on the end of it. I love that.

7 Finally, the UAW will continue to lead the
8 fight to create and preserve good-paying jobs in
9 America so that when women and men who have served the
10 country so well return from their tours of duty, they
11 will have access to well-compensated and secure jobs.

12 I really thank you all for that. I needed
13 it. That was my tune-up for today. And you all made
14 my day today. Love you.

15 (Cheers and applause)

16 VICE PRESIDENT BROWNING: Man. It's
17 emotional, Todd. That's a damn good man right there.

18 (Applause)

19 VICE PRESIDENT BROWNING: All right. We now
20 open up the floor for discussion.

21 Without objection, I will proceed through
22 each region.

23 We are going to start with UAW Region 1D.

24 And take one speaker in favor.

25 And one against, until debate is closed.

1 I am going to come back for retirees.

2 Each speaker may not speak longer than five
3 minutes.

4 And just a reminder, please identify
5 yourself. State your name and the Local Union you are
6 from.

7 So UAW Region 1D, with the book, please go to
8 mic 4.

9 DELEGATE ROBERT SMITH: Bob Smith, Local 167,
10 Region 1D, Director Stevie Dawes.

11 I am absolutely in favor of this, this
12 resolution.

13 But I would like to call upon all bargaining
14 committee members, please educate yourselves to the
15 best you can on the needs of veterans.

16 Now, I am a peacetime veteran.

17 Before I became involved in my bargaining
18 committee, I saw a young man in my plant that both HR
19 and his own union steward dismissed as a hothead. But
20 he was a combat vet. Did he have actual issues? I am
21 not qualified to know the answer to that question. But
22 I felt that it should have been looked into further
23 than it was before he was dismissed.

24 And now that I am on the bargaining
25 committee, that's the sort of thing that I am going to

1 look at really hard if we ever have a situation like
2 that again.

3 So, please, let's go forward with this
4 resolution.

5 But if you are involved in grievance
6 handling, please make sure that you educate yourself on
7 the needs of these soldiers, because it can
8 sometimes -- sometimes people don't understand, they
9 think, you know, they think they are just a problem
10 employee, when they actually need help. Thank you.

11 (Applause)

12 VICE PRESIDENT BROWNING: Great
13 recommendation. Thank you, Brother.

14 I am going to ask anyways. I would be
15 surprised. Is there any opposition to the resolution?

16 Seeing none, we will go back to UAW
17 Region 1A.

18 Is there anybody in favor of the resolution?

19 Somebody standing, up waving.

20 Getting bad eyesight. We will fix that
21 before we go into bargaining.

22 Mic 8.

23 DELEGATE PETER POTTS: Good afternoon to my
24 UAW siblings, executive board.

25 My name is Pete Potts. I am out of Local

1 163. Shop Chairman, Terence Jones.

2 President Byrd.

3 We are out of Region 1A, the great Region 1A,
4 under the direction and strong leadership of my girl,
5 Ms. Laura Dickerson.

6 (Applause)

7 DELEGATE PETER POTTS: And Assistant Director
8 Dave Pagac.

9 (Applause)

10 DELEGATE PETER POTTS: Chuck Browning, I
11 don't know you personally. But thank you for your
12 service. I love you for your work that you do.

13 (Applause)

14 DELEGATE PETER POTTS: I am a veteran.
15 I am one of Veterans Committee at my Local.
16 I am a skilled trades bargaining
17 committeeman.

18 I am also a VCAP delegate.

19 And a delegate to our convention for the
20 second term.

21 I stand in support of this resolution.

22 As a veteran of the United States Army, I am
23 here to tell you that PTSD is a real issue. It is a
24 serious issue that has plagued many veterans; not just
25 those who went to the battlefields for us. There's a

1 lot of things that plague veterans.

2 There are many issues that servicemen and
3 women face when they return to civilian life.

4 Military life and civilian life are
5 different.

6 One of the biggest is the legal age of which
7 you can consume alcohol.

8 So you can imagine, I am 18 years. I am
9 fresh out of high school. I am going into the army. I
10 volunteered for that.

11 You can consume alcohol in the military bases
12 at 18. I couldn't drink in my home state until I was
13 21.

14 So I learned at a very early age when I am
15 trying to adapt to military life, which was not easy
16 for me, it just wasn't, alcohol, drugs, all those
17 things came into play, as I was soldiering. I became
18 dependent on chemicals to make it easy for me to adapt.

19 So when I came home from the military, I
20 brought that addiction with me.

21 When you read the resolution, it talks a lot
22 about opioids and things that plague us like addiction
23 and growing suicidal thoughts, people actually
24 committing suicide, and thoughts of suicide. I
25 understand all of these things.

1 So I say that to say I have been very
2 fortunate to have been given another chance.
3 January 27th, I celebrated 27 years clean.

4 (Cheers and applause)

5 DELEGATE PETER POTTS: Thank you.

6 The UAW is on the right track, in keeping
7 veterans and our issues at the bargaining table.

8 The military is where I learned the true
9 meaning of solidarity. I served with men and women
10 from all walks of life. And I have never felt the
11 spirit of solidarity like that in the army.

12 So I just want to say this in closing. I
13 hope -- I am just going to warn you all. I speak from
14 my heart. And I speak what I feel. So I hope I don't
15 hurt anyone's feelings with what I am getting ready to
16 say. But I'm going to say it anyway.

17 When I was in the army, I was on the army
18 boxing team. That's what I did. Full time. And
19 before every fight, I heard the words, "Let's get ready
20 to rumble." That meant for me to seek to destroy my
21 opponent. And for my opponent to try to destroy me.

22 When I hear words like that, we need to be
23 very careful of things that we say, because it can be
24 misinterpreted. I support every one of you up there.
25 Because I am UAW.

1 (Applause)

2 DELEGATE PETER POTTS: At our last
3 convention, Brother Rory Gamble, when he was
4 introduced, he came out to this song which happened to
5 be one of my favorite groups and one of my favorite
6 songs. Frankie Beverly & Maze, We Are One. Which
7 happened to have been the theme of that convention.
8 And he stood up there for a long time before just
9 letting us enjoy the song We Are One.

10 And I just want to end this with saying that
11 we are one. There is no UAW anything else.

12 (Applause)

13 DELEGATE PETER POTTS: There is no new UAW.
14 We are not new. We have been around since 1935 or --

15 VICE PRESIDENT BROWNING: Brother.

16 DELEGATE PETER POTTS: We have got to
17 remember UAW. That's right.

18 (Delegation chanting UAW)

19 VICE PRESIDENT BROWNING: Thank you, Brother.

20 DELEGATE PETER POTTS: I got one more thing
21 to say.

22 VICE PRESIDENT BROWNING: Brother, you are
23 beyond the time limit. If you say it, quick as
24 anything, say it. DELEGATE PETER POTTS: Remember the
25 sister from South Africa who came up here to speak

1 yesterday?

2 VICE PRESIDENT BROWNING: Yes.

3 DELEGATE PETER POTTS: She said that they
4 were watching us. That means the world is watching us.
5 Let's lead them the right way.

6 VICE PRESIDENT BROWNING: Yes. Let's do it.
7 Thank you.

8 (Cheers and applause)

9 VICE PRESIDENT BROWNING: Is there anybody
10 that opposes the resolution in UAW Region 1A?

11 Is that opposition over -- yeah, is that
12 opposition, from 1A?

13 Please go to mic 8. Thank you.

14 UNIDENTIFIED SPEAKER: Good afternoon, union
15 brothers and sisters. I don't have no opposition. But
16 I can't sit here and not say nothing. So please
17 forgive me.

18 I am a son of a father that was a veteran,
19 that was in the Vietnam War. And when he came home, I
20 didn't see him for years, but didn't know why. And
21 later found out all the horror stories that he endured
22 while he was in the service. All the things he
23 overcame. Like Potts said. My father was addicted to
24 drugs for years.

25 And he got sober. He was sober for over 25

1 years.

2 But the things that he had to endure was so
3 horrific, and I just wanted to say my heart goes out to
4 all the veterans. And I totally agree with this
5 resolution.

6 Thanks for your time.

7 (Applause)

8 VICE PRESIDENT BROWNING: Thank you, Brother.

9 We are going to jump all the way across.

10 But I am going to do a pit stop.

11 Does anybody from the Retired Advisory
12 Council want to speak on this?

13 All right. Thank you.

14 Then we will now go to UAW Region 6.

15 Is there anybody that wants to speak in
16 support of the resolution?

17 Yes. Right here. Please go to mic 2.

18 DELEGATE ROBERT PERDUE: Good morning. Rob
19 Purdue, UAW Local 492, Region 6, under the Director
20 Mike Miller, doing a great job for us.

21 Yeah. I have many people in my plant as well
22 as many family members that are veterans. Thank them
23 for their service all the time.

24 I support this resolution very much, as we
25 don't know what these people deal with on a daily basis

1 in their home lives, their struggles for what they have
2 endured.

3 And I don't even want to begin to try to
4 think of what they are dealing with in those issues.

5 But 100 percent support them. Thank you for
6 your service. And once again, support this 100
7 percent. Thank you.

8 VICE PRESIDENT BROWNING: Thank you, Brother.

9 Is there anybody in Region 6 that would like
10 to speak in opposition to this resolution?

11 Seeing none, we will go to UAW Region 4.

12 Is there anybody that would like to speak in
13 support?

14 Yes, sir, right in the front row with the
15 book, please go to mic 2.

16 DELEGATE ANTHONY WALKER: Hello. How are you
17 doing?

18 Anthony Walker, Local 31, under the great
19 direction of Brandon Campbell as my Director in
20 Region 4.

21 I take this privilege and honor, as I served
22 eight years in the military. It was not only a demand,
23 but it was a privilege for me. And I love this great
24 country that I served for.

25 And to every veteran I say thank you, thank

1 you, and thank you. PTSD, mental health and substance
2 abuse is real.

3 I am an EAP rep at Local 31. And I take
4 mental health and substance abuse extremely seriously,
5 because we're all suffering inside.

6 One thing the UAW did before the government
7 and all these politicians jumped on board was we gave a
8 damn about mental health. We gave a damn about how we
9 feel. We understand that suicide is real. People are
10 in here suffering today.

11 Be happy to your friends, your neighbors, and
12 your union brothers.

13 And once again, we all come together. And
14 for me, I come together. Everyone knew where I stand
15 at Local 31. Anybody that talked or spoke to me, I was
16 Team Curry.

17 But today I take the privilege to say to my
18 president, President Fain, Vice President Boyer, Vice
19 President Booth, Vice President Browning, you know why
20 I do that? Because I respect position and titles. And
21 that's what we have to do.

22 (Applause)

23 DELEGATE ANTHONY WALKER: Now, the war is to
24 get at the people who don't like us, who got the deep
25 pockets.

1 We are over here arguing over resolutions and
2 things. Let's get and give this bargaining committee
3 the support they need.

4 You can have the money. You can have
5 everything. But if you ain't got the people, you have
6 nothing.

7 All right. Once again, I am going to support
8 this resolution. I'm supporting everyone in this room.
9 We come together away from our families, our loved
10 ones, our pets, our birds, even fish.

11 But we're here to do what's best for others.
12 And remember, service is not a demand. It is a damn
13 privilege.

14 (Applause)

15 VICE PRESIDENT BROWNING: Thank you, my
16 brother.

17 Is there anybody from UAW Region 4 in
18 opposition of the resolution, that would like to speak?

19 Seeing none, we will go back to UAW
20 Region 9A.

21 Is there -- right there with the green paper,
22 please go to mic 6.

23 DELEGATE VAIL KOHNERT-YOUNT: Hi, union
24 brothers and sisters and siblings. My name is Vail
25 Kohnert-Yount. And I am a Vice President of Local

1 2320.

2 I joined the UAW as a member at 5118.

3 And I come from a proud family of UAW members
4 in Local 598 in Flint, Michigan.

5 I just wanted to say how strongly I stand in
6 support of this resolution.

7 My significant other is currently deployed
8 abroad, and is scheduled to come home in three weeks.
9 He is a captain in the army.

10 (Applause)

11 DELEGATE VAIL KOHNERT-YOUNT: I just wanted
12 to share another way that I know that our union
13 supports veterans, which is that members of my Local
14 2320 provide free legal services, including services.

15 Many of us represent veterans who are
16 experiencing homelessness, employment discrimination,
17 and other really serious challenges.

18 And I want to say thank you to our veterans
19 and also thank you to the solidarity and support of all
20 of you here in this room, and our International Union
21 family, for helping us earn a living wage to do this
22 important work.

23 And I would also like to shout out my union
24 Brother Brian Carson for letting me buy a T-shirt from
25 his Veterans Committee this week.

1 So thank you all. And thank you for letting
2 me speak in support.

3 VICE PRESIDENT BROWNING: Thank you so much,
4 sister.

5 Is there anybody in opposition of the
6 resolution from Region 9A?

7 Seeing none, we will move into UAW Region 2B.

8 Is there anybody that would like to speak in
9 favor of the resolution from 2B?

10 Is there anybody that would like to speak in
11 opposition of the resolution from 2B?

12 Seeing none, we will move back to UAW
13 Region 9.

14 I see a book right over here.

15 Please go to mic 6.

16 DELEGATE BUDDY MAXWELL, JR.: My name is
17 Buddy Maxwell, Junior.

18 I am from Local Region 677, out of Allentown,
19 Pennsylvania with Mack Trucks. Out of Region 9.

20 Daniel Vicente is our Regional Director.

21 I come in support of the resolution, because,
22 one, I am a veteran. I was stationed right here in
23 Michigan at Wurtsmith Air Force Base that closed back
24 in I do believe it was '93. And I learned a lot being
25 there.

1 My father was a veteran for Vietnam. I have
2 a girlfriend who has a son that served two terms at
3 Afghanistan, and goes through PTSD. So we know
4 firsthand how it affects everybody.

5 But one thing I learned in the military is
6 that it takes a good, big group to beat our enemy. Our
7 enemy is not us. It is the global industry, the moguls
8 that take the money from us. And what I learned being
9 in the military, it takes many to fight.

10 And right now, instead of us fighting against
11 one another, we need to come together as a whole group
12 and fight against those people that are greedy with
13 what we have going on.

14 So what I am going to say is I am in support
15 of the resolution because of the simple fact that it
16 helps all the veterans that's in this room. Thank you.
17 (Applause)

18 VICE PRESIDENT BROWNING: Thank you, Brother.

19 Is there anybody that opposes the resolution
20 that would like to speak out of Region 9?

21 Seeing none, I will move to UAW Region 1.

22 Is there anybody that would like to speak in
23 support of the resolution?

24 Yes. Right here. If you would please go to
25 mic 3.

1 DELEGATE DAVID MICHAEL: Good afternoon,
2 sisters and brothers.

3 David Michael, UAW Local 5960, GM Lake Orion
4 Assembly, under the direction of Director LaShawn.

5 I am sorry, I am getting nervous.

6 Okay. Excuse me. I rise to speak in support
7 of this resolution. And I am getting emotional because
8 it was July 23rd of 2007 that under the strong
9 direction of LaShawn English, I got that spelled out,
10 July 23, 2007, I was a temporary worker in GM Lake
11 Orion Assembly Plant, working second shift. Got a call
12 from my sister, Call me as soon as you get home. It is
13 urgent.

14 I got the call. Learned that my brother had
15 been killed in Afghanistan in the Serobee (phonetic)
16 province of Afghanistan, was a first sergeant out of
17 the 173rd Airborne, Vicenza, Italy.

18 But my point is it was some -- I went to work
19 the next day with this news, very intimidated about my
20 job. Not knowing what the process was. And quite
21 frankly, I had a supervisor who didn't believe me, who
22 confronted me, and said, Yeah, right.

23 But I had a good person working next to me
24 who heard what I was going through. And within
25 minutes, members from our Veterans Committee and our

1 Bargaining Committee who I had known nothing about
2 welcomed me into my Local at the time. Put their arms
3 around me. Told me I had nothing to worry about.

4 We ended up having two services. Had to go
5 to Florida to do an initial service while we waited for
6 the body to get from Afghanistan. And then we buried
7 him in Vicenza, Italy.

8 But my point, my involvement started with
9 members of the Veterans Committee leading me, guiding
10 me, letting me know this was real. It was so surreal
11 during the time. So I stand in support of this
12 resolution.

13 And also would like to call the question.
14 Because who would not want to support our veterans?

15 So thank you all very much.

16 Thank you, veterans, for your service.

17 Really appreciate it.

18 (Applause)

19 VICE PRESIDENT BROWNING: Thank you so much,
20 Brother. And we honor your brother's sacrifice.

21 (Applause)

22 VICE PRESIDENT BROWNING: We do have a
23 privileged motion on the floor to end debate.

24 (Motion made)

25 VICE PRESIDENT BROWNING: Is there a second.

1 (Motion supported)

2 VICE PRESIDENT BROWNING: Any discussion?

3 Seeing none, all those in favor of ending
4 debate, please say aye.

5 All opposed.

6 The ayes have it.

7 (Motion carried)

8 VICE PRESIDENT BROWNING: I would now like to
9 call up Ralph Walsh of the Resolutions Committee to
10 read our next resolution.

11 Ralph.

12 DELEGATE RALPH WALSH: Brothers and sisters,
13 my name is Ralph Walsh, out of Local 276, in Arlington,
14 Texas, under the strong leadership of Director Tim
15 Smith, Assistant Director George Palmer, Junior, 276
16 President Mike Cartwright, and Chairman Kenny Hines.

17 I would like to talk about investment
18 commitments. And that's on page 40 in your book.

19 Job security for UAW members is dependent on
20 current investments being fulfilled and future
21 investments being made in UAW-represented sites. We
22 must ensure that investments are made in long-term
23 high-quality products and services that can be
24 delivered in a competitive environment as efficiently
25 as possible.

1 Bargaining for new domestic investments will
2 be a top priority for the UAW as we seek to ensure work
3 that will be here for current and future generations of
4 UAW members.

5 To secure our jobs in the future, our
6 bargaining goals must include increased UAW involvement
7 in future work investments, as well as practicable in
8 the development process of all goods and services.

9 The UAW workforce is very knowledgeable of
10 our products and companies, and are often better aware
11 of issues than management, thanks to our firsthand
12 experience doing the work.

13 Employers must make every effort to utilize
14 the assistance of the UAW to ensure future work for our
15 represented facilities.

16 Investments in building upgrades, equipment
17 upgrades, infrastructure, educational devices and
18 training are imperative.

19 Investments must be made for UAW members to
20 receive the best training, education necessary to
21 compete in highly competitive global markets, and
22 efficiently produce the best quality goods and
23 services, promoting cooperation with the UAW to take
24 full advantage of all investments made by the Federal
25 Government, State, and local levels.

1 This should include government procurement,
2 training, education, health and safety, government
3 subsidies, trade, and workers' rights.

4 Investments in new and growing products and
5 services located at UAW-represented work sites is
6 crucial to the long-term job security of our members.

7 Many UAW members work in industries that are
8 rapidly evolving and introducing new technologies or
9 business models.

10 Investments in new and growing products and
11 services are crucial to our job security. Protecting
12 bargaining unit work for the duration of the Collective
13 Bargaining Agreement by seeking commitments from
14 employers not to subcontract work, outsource work, idle
15 plants, or close plants, such provisions should include
16 expediated procedures to determine whether the employer
17 violated the agreement.

18 And strong remedies in case of a violation,
19 including the right of the bargaining unit employees to
20 strike.

21 Thank you.

22 (Applause)

23 VICE PRESIDENT BROWNING: Thank you, Brother.

24 We again now open up the floor for
25 discussion.

1 Without objection, I will proceed through
2 each region starting with Region 2B. Take one speaker
3 in favor, one against, until debate is closed.

4 Again, each speaker may not speak longer than
5 five minutes.

6 So is there anybody from UAW Region 2B that
7 would like to speak in support of the resolution?

8 Is there anybody that would like to speak in
9 opposition?

10 Seeing none, I will go back to UAW Region 9.
11 I see a green book. He barely beat you, Wence.

12 Please go to mic 7.

13 DELEGATE MICHAEL GRIMMER: Good afternoon,
14 brothers and sisters. Mike Grimmer, UAW 774 Shop
15 Chairman. I am here with my friend and President Wence
16 Valentin, and also here for Regional Director Daniel
17 Vicente. Just want to talk a little bit about this.

18 I have been a GM employee for over 24 years.
19 And I have had the privilege of being an elected
20 officer at two different plants. I was a zone shop
21 committeeman at a former Delphi plant in Lockport,
22 which is now GMCH. And now I am the chairman at GM
23 Tonawanda.

24 So what has happened is through the years in
25 the bankruptcies, they have closed so many plants.

1 I look back to 2019 bargaining. And we
2 walked out and ratified an agreement to close Lordstown
3 Assembly, which was disgusting. And then we closed
4 CCAs and some transmission plants.

5 So now as I get new hires in the plant, when
6 I was at Lockport and Tonawanda, now we tell them that
7 we don't have any new work lined up. And they're like,
8 aren't you scared of losing your job?

9 I said, I've been losing my job for 24 years
10 because the company will not make investments without
11 trying to badger the locals into giving up everything
12 they stand for.

13 Now I am proud to tell you we are still
14 waiting on investment at Tonawanda. And we just now
15 got our Local agreement ratified with all gains.

16 And they kept trying to beat us down, scaring
17 us about closing.

18 One thing is for sure, if they are not going
19 to put work in your plant, begging isn't going to get
20 you anywhere. Just ask the other plants.

21 So I stand in support of this resolution,
22 that all of our plants and facilities get new work.

23 And we have to stop begging to be relevant in
24 the future. Thank you.

25 (Applause)

1 VICE PRESIDENT BROWNING: Thank you, Brother.

2 Is there anybody in Region 9 that opposes the
3 resolution that would like to speak?

4 Yes. Right. You pick a direction, 6, mic 6,
5 please.

6 DELEGATE WENCESLAO VICENTE, III: So Chuck, I
7 am not opposing it. But I wrote down about four of
8 these. And we keep ending debate.

9 So I would like to get up and talk about it.

10 VICE PRESIDENT BROWNING: Yes, sir.

11 DELEGATE WENCESLAO VICENTE III: Wence
12 Vicente III, UAW Local 774, under the direction of
13 progressive leader Director Dan Vicente.

14 My fellow brother delegates, and sister
15 delegates, and alternate delegates, and our fearless
16 Chairman Mike Grimmer, I rise in support of this
17 resolution.

18 During our strike against General Motors in
19 2019, our Local was over 1,300 members. Right now we
20 are down to 850, down to one engine line.

21 We need new work in our plant. And I know we
22 are not alone. There is a lot of people that represent
23 plants that are looking for work.

24 We watched a video about Belvidere that's
25 looking for work.

1 So I strongly endorse this resolution. Thank
2 you.

3 VICE PRESIDENT BROWNING: Thank you, Brother.

4 I will now move to UAW Region 1.

5 Is there anybody that would like to speak in
6 favor of the resolution?

7 Is there anybody that would like to speak in
8 opposition, to the resolution?

9 Yes. The green paper. Mic 3.

10 UNIDENTIFIED SPEAKER: I am actually in
11 favor. I just raised my hand a little too slow.

12 My thing, I agree with everything. But I
13 didn't see anything in there about preventing plant
14 closings. So like with the investment commitments, to
15 kind of make sure that the plants that are facing those
16 closings aren't closed, like Belvidere, for instance,
17 there's a lot of other ones. But that's not in there.
18 So I just wanted to kind of point that out.

19 VICE PRESIDENT BROWNING: Thank you very
20 much. Thank you, sister.

21 That was during the -- is there anybody else
22 that would want to speak in opposition? Because that
23 was kind of -- right here with the blue book, please go
24 to mic 4.

25 DELEGATE MARTIN TUTWILER: Good afternoon.

1 Martin Tutwiler, Local 160, Region 1. Director LaShawn
2 English, congratulations.

3 I am kind of piggybacking off the sister that
4 spoke previously.

5 The issue is that we do have language. But
6 that the company continued to shut down plants, the
7 moratorium.

8 So what are we going to do to combat that,
9 those situations?

10 So that's what I wanted to talk about.

11 VICE PRESIDENT BROWNING: Thank you.

12 We've got to fight it. Right? That's right.

13 Okay. I will now move to UAW Region 8.

14 Is there anybody that would like to speak in
15 favor of the resolution?

16 Yes. Over here to the left with the book,
17 black shirt.

18 DELEGATE BRANDON REISINGER: Good day,
19 everybody. Brandon Reisinger, Local 892, Chairman of
20 Global Assembly Plant.

21 Chuck, I know you are getting tired of
22 hearing from me at every sub council meeting that we
23 have. But investment commitments is something that's
24 near and dear to our heart there at LAP, as we have got
25 a CEO that has more or less said that he doesn't think

1 our product has a long-term viability as electric
2 vehicles come in.

3 So I stand definitely in support of this
4 resolution.

5 Thank you.

6 VICE PRESIDENT BROWNING: Thank you, Brother.

7 Is there anybody in Region 8 that would like
8 to speak in opposition of the resolution?

9 Seeing none, we will move over to UAW
10 Region 1D.

11 Anybody that would like to speak in support
12 of the resolution?

13 Is there anybody that opposes the resolution
14 that would like to speak out of Region 1D?

15 Seeing none, we will move back to UAW
16 Region 1A. Is there anybody that would like to speak
17 in support of the resolution?

18 See, there we go. And you are going to mic
19 8.

20 DELEGATE SARA SCHAMBERS: Good afternoon,
21 brothers and sisters. My name is Sara Chambers. I am
22 out of Local 182, under Terry Chitwood, Region 1A,
23 Laura Dickerson, and Dave Pagac.

24 I want to stand in support for this
25 resolution.

1 Look back at COVID-19. It crippled us. Chip
2 issues where you still are dealing with parts issues.
3 Everywhere that people are losing wages, getting laid
4 off.

5 If we had this language and can enforce it,
6 we wouldn't be going through what we are right now.

7 We have plants like Belvidere that are idle.

8 Why can't we build stuff there?

9 We need jobs here in America.

10 Also want to point out we have two new plants
11 at Ford. They are battery plants in the South.

12 We need to demand that those are UAW. Thank
13 you.

14 (Applause)

15 VICE PRESIDENT BROWNING: Thank you, sister.

16 Is there anybody in UAW Region 1A that would
17 like to speak in opposition?

18 Seeing none, the Retired Advisory Council,
19 does anybody want to speak?

20 Very good.

21 We will go to UAW Region 6.

22 Is there anybody that would like to speak in
23 favor?

24 Right here. Please, go to mic 2.

25 DELEGATE ROBERT PERDUE: Hello. I guess it's

1 good afternoon.

2 Rob Purdue, Region 6, Local 492. Region 6
3 Director Mike Miller, doing great work for us. Thank
4 you very much.

5 Yeah. We would like to speak to support this
6 language. Obviously, we have seen the companies come
7 after us over the years. It is no secret. These guys
8 are employers. They are not our friends. They could
9 give a shit less whether they do -- sorry for my
10 language -- they could --

11 VICE PRESIDENT BROWNING: You're fine.

12 DELEGATE ROBERT PERDUE: They could give a
13 shit less --

14 VICE PRESIDENT BROWNING: I have the
15 chaplains, too. I'll talk to them. You are all right.

16 DELEGATE ROBERT PERDUE: Thank you.
17 Appreciate that. Maybe you guys can say a prayer for
18 me.

19 Anyway, these companies really don't give a
20 shit about us at the end of the day. They are about
21 profits. They have proven that time and time again.

22 And like our guys have said, it is going to
23 be a struggle and it is going to be a fight. So gear
24 up for it.

25 We are ready. I think we need to take them

1 on. And obviously this is a big key to that.

2 Like we said, we have heard the Belvideres.
3 Whether it's the Belvideres, whether it's from GM,
4 whether it's from Ford, whether it's from one of our
5 IPS units, we can't stand for it any longer.

6 Thank you, guys.

7 VICE PRESIDENT BROWNING: Thank you, Brother.

8 Is there anybody that would like to speak
9 that opposes the resolution from Region 6?

10 Yes. Right here. Please go to mic 2.

11 DELEGATE JOYCE THOMAS-VILLARONGA: Joyce
12 Thomas-Villaronga, Local 2250 President, under the
13 great Mike Miller.

14 Getting ready for retirement. My last
15 official UAW meeting.

16 I am going to call the question.

17 (Motion made)

18 VICE PRESIDENT BROWNING: And I would like to
19 honor all your time.

20 And good luck with your retirement before we
21 call it. Thank you, sister.

22 (Applause)

23 VICE PRESIDENT BROWNING: So we have a
24 privileged motion on the floor to end debate.

25 Do I have a second?

1 (Motion supported)

2 VICE PRESIDENT BROWNING: All those in favor
3 of ending debate, please say aye.

4 All opposed?

5 The ayes have it.

6 (Motion carried)

7 VICE PRESIDENT BROWNING: Debate has been
8 ended.

9 I believe I need to --

10 I am going to bring Director Mancilla real
11 quickly for a message he wants to give. I am not going
12 to say quick announcement. He might want to talk
13 longer. I don't know.

14 (Applause)

15 DIRECTOR MANCILLA: Hello, UAW. How are we
16 doing?

17 So just a quick announcement since we had a
18 very interesting resolution and floor debate not too
19 long ago.

20 The higher ed sector is going to have a
21 meeting today at 7:00 p.m. in this room. We are going
22 to meet by the bleachers on the left side, my left,
23 behind Region 9A.

24 This meeting is for all delegates,
25 alternates, and guests, distinguished guests, guests,

1 anyone who is interested.

2 And I want to be clear. It is open to higher
3 ed members, of all different kinds of jobs, and in all
4 different regions.

5 We have higher ed members in most, if not all
6 of our regions in the UAW. So this meeting is meant to
7 bring us together, to be able to discuss -- we can
8 discuss the resolution that was discussed earlier, but
9 we can talk about other issues facing the sector, as
10 well.

11 It's also an opportunity for members, for
12 delegates of other sectors, because we hear you, that
13 you want to learn more about the sector.

14 It is no lie that the higher ed sector is now
15 a sizable percentage of the membership of the UAW. So
16 we want to invite anyone who is interested to come
17 learn and hear about our issues to join us, and discuss
18 with us, ask us any questions as we discuss the issues
19 that are facing our sector. So again, that is 7:00
20 p.m. tonight, back there in the bleachers behind 9A.

21 And I hope to see you there.

22 Thank you, everyone. (Applause)

23 VICE PRESIDENT BROWNING: That's awesome.
24 Great leadership, pulling that together.

25 I now call Vice President Boyer to preside.

1 VICE PRESIDENT BOYER: Hello, everybody. I
2 would like to call up Ryan Eding for the next
3 resolution.

4 DELEGATE RYAN EDING: I will be reading the
5 proposed resolution, Organizing, found on page 41 of
6 the Proposed Resolution Book.

7 Organizing our union needs to grow and change
8 as our industries grow and change, whether that means
9 organizing new electric vehicle manufacturers, more
10 occupations within universities and colleges, or new
11 casinos.

12 Union density is a critical component of
13 collective bargaining. UAW density in the sector
14 enables us to bargain from a position of strength. And
15 gives us the power to win economic justice at the
16 bargaining table.

17 When the union density is low in a sector,
18 bargaining quality contracts is difficult and undercut
19 by nonunion work sites that employ low row practices.

20 High union density benefits workers by taking
21 wages out of competition. In the sector with high
22 union density, employers cannot retain workers without
23 providing prevailing wages, benefits, and working
24 conditions, or having their workers organize to win a
25 union contract.

1 By organizing more members in all sectors,
2 our ability to protect it and enhance hard-fought wins
3 at the bargaining table increases.

4 To continue to grow our union is to secure
5 economic and workplace justice for more workers.

6 We will negotiate neutrality and card check
7 provisions in existing contracts that apply to the
8 employer's new facilities, subsidiaries, and any joint
9 ventures or newly acquired operations.

10 Demand neutrality and card check provisions
11 with each employer that provide for a smooth
12 coercion-free organizing process. We will insist that
13 the process include access to the workplace, accurate
14 worker contact information, and a mechanism for
15 expedient resolution of legitimate disputes.

16 Require employers with UAW-represented units
17 to use all lawful means to inform associated suppliers
18 and vendors of their desire to work with suppliers and
19 vendors that respect labor laws, including workers'
20 right to organize through employee neutrality and card
21 check procedures.

22 Insist that employers ascribe to a domestic
23 content policy whereby any suppliers and vendors that
24 produce products and the services in the United States
25 be given priority when bidding contracts.

1 Negotiate VCAP checkoff. Because public
2 policy can play an important role in our ability to
3 grow, we need the resources to support elected
4 officials and lobby for policies that support workers
5 in their drive for collective action.

6 Negotiate union leave to allow members the
7 ability to work as a member organizer.

8 (Applause)

9 VICE PRESIDENT BOYER: Okay. With that being
10 said, I am going to start with the Retired Workers
11 Advisory Council.

12 Is there anybody that would like to speak for
13 this resolution?

14 How about anybody against?

15 All right. I am going to start out in Region
16 4 then.

17 Anybody in Region 4 like to speak for this
18 resolution?

19 Scott.

20 DELEGATE SCOTT HOULDIESON: Good afternoon,
21 my union siblings. My name is Scott Houldieson, UAW
22 Local 551, Chicago, Region 4.

23 I am speaking in favor of organizing.

24 But we also need to put together the tools
25 that we need to organize.

1 Part of that is protecting our right to not
2 cross picket lines.

3 You know, in 2019, when GM went on strike,
4 Aramark went on strike in I believe it was a Lansing
5 plant the day before. And the GM workers were ordered
6 to cross the picket lines of their brothers and sisters
7 who work right next to them in the industrial cleaner
8 facilities.

9 That's wrong. And we need to get language in
10 our contracts that allows us to not cross picket lines.

11 So when we are organizing in IPS plants, we
12 need to be able to reject parts from a plant that's
13 not in a job action.

14 So those things need to be added into our
15 contracts so that it will help us organize and help us
16 stay organized.

17 Because it's really demoralizing when you are
18 instructed that you have to cross a picket line because
19 our contract doesn't allow it.

20 You know, let's get that in our contract
21 language.

22 Thank you.

23 (Applause)

24 VICE PRESIDENT BOYER: Thank you, Scott.

25 Anybody in Region 4 against?

1 Seeing no hands, I am going to go out to
2 Region 9A.

3 Anybody in Region 9A for?

4 Anybody in region 9A for?

5 I will ask again.

6 Seeing no hands, is there anybody in
7 Region 9A against?

8 Seeing no hands, I am going to move over here
9 to Region 2B.

10 Anybody in Region 2B for?

11 Bryon.

12 DELEGATE BRYON NUSBAUM: Good afternoon. My
13 name is Bryon Nusbaum. I am from Local 1435, Toledo
14 Machining.

15 The question I had was the last sentence,
16 negotiate union leave to allow members the ability to
17 work as members to organize.

18 The reason I am up, as a Local like ours, we
19 have went from 3,200 members down to 400 for lack of
20 work. And we are bleeding out money.

21 I was wondering now, with these negotiators,
22 or these organizers, are they going to be paid locally?

23 Or will they be paid by the International
24 while they are out organizing?

25 VICE PRESIDENT BOYER: Let me get the answer

1 for you.

2 Hey, Todd. Did you hear the question? What
3 he wants to know, if he's out of a local, does he need
4 to get paid locally, or does (indecipherable)

5 VICE PRESIDENT BOYER: Okay. Bryon, so your
6 answer is this: It could go either way. It depends on
7 if it's a National Organizing Drive or a Local
8 Organizing Drive. So that's the answer.

9 DELEGATE BRYON NUSBAUM: I would like to see
10 it all go National.

11 VICE PRESIDENT BOYER: Say again?

12 DELEGATE BRYON NUSBAUM: All National would
13 work for me, my friend.

14 Again, when you are bleeding money out from a
15 small Local, we can't afford that. You know, so how do
16 we put anybody, make anybody an organizer if a small
17 Local like us now, we can't afford to have mortgages.
18 Right.

19 VICE PRESIDENT BOYER: Okay.

20 DELEGATE BRYON NUSBAUM: So that's why I
21 think that we are going to have to come with the new
22 leadership, new ideas and, you know, we are going to
23 start helping these smaller locals out, because we are
24 going to need it. Thank you.

25 VICE PRESIDENT BOYER: Thank you, Bryon.

1 Anybody in 2B against?

2 All the way back, red book, go to mic 7,
3 please.

4 DELEGATE EVERETT TOTTY: Good afternoon.
5 Tony Totty, Local 14.

6 And while I am all for organizing, that's
7 what we need to do. In our industry, we are facing a
8 phenomenon by the Big 3 where they're making these
9 battery facilities outside of our agreements.

10 And while I know the UAW appreciates to have
11 more members, and they look at it as an opportunity to
12 growth, everybody in the Big 3 is going to be adversely
13 affected by not having the opportunity like our
14 brothers and sisters and our family members at the
15 engine facilities, if they do close that, they have no
16 place to go.

17 During this set of bargaining, these battery
18 facilities need to be in the Big 3 agreements, period.

19 We have to stop this. It's worth our wages.

20 And it's their opportunity to pay less for
21 what we historically do.

22 So I am asking all our negotiators to
23 organize these battery facilities in our agreement.

24 Thank you.

25 VICE PRESIDENT BOYER: Thank you, Brother.

1 I will go to Region 9.

2 Anybody to speak in favor of?

3 I see you right there in the middle.

4 DELEGATE JAMES HUTCHINSON: All right. Hi.

5 Again, I am Jim Hutchinson, Local 644, in Pottstown,
6 Pennsylvania.

7 And I would like to call the question.

8 (Motion made)

9 VICE PRESIDENT BOYER: The question has been
10 called for.

11 Is there support?

12 (Motion supported)

13 VICE PRESIDENT BOYER: Support.

14 All in favor?

15 All opposed?

16 (Motion carried)

17 VICE PRESIDENT BOYER: Okay. Thank you.

18 I now would like to call up President Shawn
19 Fain to preside. Thanks.

20 PRESIDENT FAIN: All right. I would now like
21 to call up Cathy Watkin to read the next resolution
22 regarding new technology.

23 DELEGATE CATHY WATKIN: Good afternoon,
24 brothers and sisters. My name is Cathy Watkin, of
25 Local 174, under the exceptional leadership of Director

1 Laura Dickerson, and Assistant Director Dave Pagac, out
2 of Region 1A.

3 New technology and new jobs. Disruptive
4 technology in the workplace is not a new challenge, but
5 is one that requires a strategy.

6 Throughout our history, UAW members have
7 shown that we step up when called on to implement new
8 processes, choose new equipment, and problem solve to
9 improve quality and increase productivity.

10 As we prepare for bargaining in 2023, and
11 beyond, we found ourselves in what is being called the
12 fourth industrial revolution.

13 We are already experiencing this revolution
14 in our personal lives. Our mobile devices allow us to
15 view our home through security system apps, turn
16 appliances on and off, and change thermostat settings.
17 We can also start, stop, lock, and unlock our vehicles.

18 We utilize Cloud technology for listening to
19 music, checking e-mails, and saving family photos.

20 We are also experiencing this revolution in
21 our workplaces, with the use of collaborative robots,
22 artificial intelligence, the Internet of Things, IOT,
23 alternative propulsion, autonomous vehicles, and
24 electric vehicles.

25 Advancing technology has created and will

1 continue to create new and more complex problems
2 bearing upon the work content of our members' job
3 functions.

4 It is crucial that companies not be allowed
5 to assign non-represented employees to work normally
6 assigned to represented employees.

7 Companies must recognize the mere novelty or
8 sophistication of new technology alone is not grounds
9 for withdrawing work from represented employees.

10 As employers invest in new technology and
11 production lines, such as electrification in the
12 automobile industry, those investments must come with
13 commitments that new work will be done by our members.
14 And that new technology or business arrangements cannot
15 be used as an excuse to reduce workers' compensation or
16 job quality.

17 At the same time, it is recognized that
18 advances in technology may alter, modify, or otherwise
19 change job responsibilities of represented employees.
20 When that results in a change in means, methods, or
21 process of performing a work function, including
22 dividing that work function into multiple functions, it
23 must not be used as a pretext for shifting the work
24 from represented to non-represented employees.

25 This work, if anything, should create new

1 opportunities for represented employees to utilize
2 their unique skill sets and adapt to have opportunities
3 to learn new ones.

4 Technology is advancing exponentially.
5 Therefore, we must embrace this change while demanding
6 that workers have a seat at the table.

7 We must bargain for language that protects
8 the jobs of our members by ensuring that future work
9 remains within our respective bargaining units, and
10 that productivity gains of new technology result in
11 improved compensation and job quality for our members.

12 To achieve this, our bargaining agenda
13 focuses on workforce training. With the advancement of
14 technology, it is critical that our union leadership
15 and companies take an active role in supporting the
16 current workforce through training and upscaling.
17 Nobody knows the products and processes better than the
18 people with hands-on experience. Our employers must
19 commit to developing a strategy and give our members
20 the opportunity to involve and expand their skills.

21 Creating opportunities to expand their skills
22 recognizes them as an asset, and utilizes an approach
23 that empowers our membership to take advantage of new
24 and existing opportunities. Training should also be a
25 pathway for our members to advance their careers.

1 Technology is making the uniquely human
2 skills of problem-solving, collaboration, and teamwork
3 even more valuable.

4 Our future training plans need to incorporate
5 an enhanced focus on soft skills training, so our
6 members have the skills to effectively deal with the
7 issues that arise in our workplaces. This training
8 could cover topics such as diversity conflict
9 resolution, working in teams, and effective
10 communication.

11 Apprenticeships: We need to demand an
12 increase in apprenticeship opportunities for our
13 members to address current or future shortages of
14 skilled workers, as well as creating job opportunities
15 and future technologies.

16 Apprenticeship programs: Addressing new
17 technologies must be developed jointly with workers and
18 provide the classroom and hands-on training necessary
19 to strengthen our apprenticeship programs.

20 New technologies should not be used as a way
21 for companies to weaken apprenticeship programs.

22 New jobs: As advanced technologies are
23 implemented, it is crucial that new jobs and new
24 workers secure bargaining units.

25 Technology -- technical shifts have the

1 potential to create new high-quality jobs for our
2 current and future union membership.

3 We will demand that our employers acknowledge
4 workers' talents, and prioritize the security of our
5 existing workforce to ensure that technology leads to a
6 future of important and meaningful work, good jobs, and
7 enhanced quality of life.

8 Advanced notice of technology investment: We
9 should be involved with decisions without technology
10 investments from conception to execution to determine
11 the impact to the membership and jobs. This will allow
12 for preparation and development of the membership for
13 meaningful work without disruption.

14 This also creates opportunities to secure our
15 country's future in providing products, and the skill
16 set needed to supply those products as part of the
17 broader global economy.

18 As employers invest in new technology and
19 production lines, such as electrification in the
20 automobile industry, those investments must come with
21 the commitments that new work will be done by our
22 members.

23 And that the new technology or business
24 arrangements cannot be used as an excuse to reduce
25 workers' compensation or job quality.

1 Thank you.

2 (Applause)

3 PRESIDENT FAIN: All right. Thank you.

4 I want to clear up one thing real quick, just
5 from the question that was asked on the last discussion
6 from Brother Nusbaum as far as organizing and pulling
7 organizers on leave.

8 I do believe the intent by that is if you are
9 put on a union leave, you are working for the
10 International, you get paid a salary and different
11 things. So there are instances, though, locally where
12 a Local may be organizing, but typically if you are on
13 a leave to organize, it is usually something at the
14 direction of, you know, through the region or the
15 national department. So just want to make sure we are
16 clear on that.

17 So we have a resolution.

18 (Motion made)

19 PRESIDENT FAIN: So we will now open the
20 floor up for discussion.

21 Without objection, I will proceed through
22 each region, starting with our Retired Workers Council.

23 We have -- can somebody bring the mic?

24 DELEGATE SHIRLEY MATA: I would like to speak
25 for this resolution. I was on the Apprentice Committee

1 when I was still working. And I understand how
2 difficult it was to get through management, the need to
3 hire more apprentices.

4 (Applause)

5 DELEGATE SHIRLEY MATA: It is true. It was
6 almost a daily struggle, until we managed to get some
7 on and started to get them trained. We did manage to
8 catch up.

9 But since I retired, my son is now on skilled
10 trades. And he tells me of the horrors of bringing in
11 outside help, outside skilled trades people to take
12 those jobs.

13 I think that our committees should really
14 press to make sure that the apprentices get put on, and
15 get put on and trained in their appropriate position.

16 Not all the cross training that's necessary
17 at this time, according to management.

18 But this is some place that our members are
19 getting shorted on at this time. The skilled trades
20 people are getting shorted because of the outside help
21 being brought in.

22 I am firmly in favor of this amendment -- of
23 this resolution.

24 PRESIDENT FAIN: Thank you, Sister.

25 Anyone retired --

1 DELEGATE SHIRLEY MATA: I forgot to mention,
2 I am here under the leadership of Leigh Keggereis,
3 under the Retiree Department, and Steve Dawes,
4 Region 1D.

5 PRESIDENT FAIN: Anyone from Retired Workers
6 Council want to speak opposed to this?

7 All right. Seeing no hands, we will move to
8 Region 6.

9 Anyone want to speak in favor of the
10 resolution?

11 Yes. Brother with the book.

12 DELEGATE DUANE SMITH: Thank you. My name is
13 Duane Smith, Region 6, under Director Mike Miller.
14 President John Lozano, out of Local 509, Pico Rivera,
15 California.

16 I do strongly support this resolution. This
17 goes back to, you know, in California right now we are
18 fighting autonomous vehicles from even coming in, which
19 is -- these big tech companies, believe it or not, they
20 are trying to come take our jobs. And, you know, with
21 our VCAP and funding and everything, our CAP rep goes
22 up to Sacramento, does a heck of a job, Tom Hintze.

23 And I can't speak enough today. We are
24 trying to hold this back. And times are changing. And
25 it is coming. So we have got to do what we can. And

1 it is very important to support this.

2 Thank you.

3 PRESIDENT FAIN: Thank you, Brother.

4 Anyone in Region 6 want to speak against the
5 resolution?

6 Don't see any hands.

7 So I will move on.

8 I will go to 9A. Anyone want to speak in
9 favor of the resolution?

10 Yes, Sister with the red book.

11 DELEGATE HEATHER SANFORD: Hi. My name is
12 Heather Sanford. I am out of 2121 at Foxwoods.

13 And I am in support of this resolution.

14 One of the things that has happened recently
15 was the Gaming Convention that took place in Las Vegas.
16 And one of the things that some of the companies showed
17 was virtual dealers. That would replace us human
18 beings as dealers. They can change the race, the sex,
19 different type of Gaming aspects. And they are trying
20 to replace us.

21 And the other thing that was shown that we
22 have at Foxwoods is the new gaming stadium area where
23 we have one dealer who is dealing, and all electronic
24 betting. One dealer for about 30 different kiosks.
25 That would be one dealer to seven spots. Now it's one

1 dealer to 30 people.

2 So while I am all for technology, everything
3 in my house is run by Alexa.

4 In terms of replacing it with jobs, that's
5 something that the UAW and bargaining committees always
6 need to keep in the forefront of their minds, not just
7 in the Big 3 in the auto sector, but the pretty much
8 unknown by many casino industry, as well. That is all.

9 PRESIDENT FAIN: Thank you, Sister.

10 Anyone in Region 9A want to speak against the
11 resolution?

12 Looking back, I don't see anyone.

13 So we will move to Region 9.

14 Anyone want to speak in favor of the
15 resolution?

16 Yes, with the blue book.

17 DELEGATE MICHAEL SHUPP: Hello, my name is
18 Mike Shupp, with Local 677.

19 Yes, I firmly believe new technologies and
20 new jobs are important. And I don't think anybody in
21 this room would disagree.

22 But I think there has still been one
23 oversight with this. And that's all of the jobs that
24 were created that exist that we could be doing.

25 And I would like to also imagine that as we

1 review the new jobs and new technologies, we also take
2 a look at all of the work that's currently being done
3 by non-bargaining members that could be done by
4 bargaining members. The company, as we all know, is
5 very willing to pay non-bargaining way more money than
6 they are willing to pay us. And when it comes to
7 negotiation, that comes out of our contract as the cost
8 of labor.

9 So when we are looking at the cost of labor,
10 and we are looking at the jobs that can be done, I
11 would like to also ask that we review the technologies
12 and the jobs that were created since the last contract,
13 and possibly get those added to the list that we would
14 negotiate for.

15 So thank you.

16 PRESIDENT FAIN: Thank you, Brother.

17 Anyone in Region 9 want to speak against the
18 resolution?

19 Seeing no hands, I will move on to Region 2B.

20 Anyone want to speak in favor?

21 Right here, Brother.

22 DELEGATE DANIEL GILSON II: Good afternoon.

23 Dan Gilson, Local 14.

24 And before I got any further, I wanted to say
25 congratulations to Jeff King for getting put at the

1 main table to bargain for us for GM and that whole
2 team. I am excited to see the people we have there.

3 Also want to say thanks for Tony Totty
4 speaking up and reiterating those things.

5 That said, I am scared shitless with this
6 push by GM to go all electric. A lot of people are
7 like, yeah, we need to do this.

8 I'm an electrician. I am skilled trades. I
9 am surrounded by electric. I understand the philosophy
10 quite well.

11 Not only that, two years ago, I fought my
12 local community to put in a solar array. So we went
13 through all the details of what works and what doesn't
14 work and how it works.

15 And the details behind this stuff, like these
16 batteries we talk about, you have to have a storage
17 device. And these storage devices are very corruptive
18 to our environment. And how long do they last? What's
19 the expense of replacing those?

20 We are going to have these electric cars with
21 no batteries. And then not have the material to be
22 able to replace them. So we are pushing forward to do
23 this. And I understand a blend is great.

24 But we have Mary Barra up top saying, I want
25 to be a hundred percent electric. I don't think a

1 hundred percent of anything right now is the way to go.
2 Hydrogen fuel cells, I think there's another future
3 there, or another power source to be able to do these
4 things.

5 But when we are looking at charging it from
6 the coal fields and other, you know, sources, natural
7 gas, nuclear, you are not going to be able to do a
8 hundred percent solar or a hundred percent wind to
9 store these or, you know, put power to these devices.
10 We have really got to watch what we push for in the new
11 technology.

12 So, yes, along with, we need to address that,
13 and we need to accept the new technologies and get
14 there.

15 We also have to understand what we are
16 wishing for, and where we are going.

17 It is scary. And I just want to emphasize, I
18 am really scared.

19 I am fortunate. I am at one of the plants
20 that did. We got the new power unit.

21 But along with that power unit, how many
22 people does it take to do it?

23 We are getting a lot of robots. And you need
24 to understand with that, a lot of these places don't
25 have a new product.

1 And I would like to see all those brothers
2 have a place to go, and sisters.

3 So I am in support.

4 But at the same time, I am scared.

5 Thank you.

6 PRESIDENT FAIN: Thank you, Brother.

7 Anyone in Region 2B like to speak against the
8 resolution?

9 Point of information.

10 DELEGATE TASHA BARNES: Hello. I am Tasha
11 Barnes. I am from Local 12.

12 My question is, in the 2019 contract, it said
13 the apprenticeships, they were doing 600 jobs.

14 So how are we holding them accountable if we
15 are doing 600 jobs?

16 Because before that contract, they also said
17 that they were bringing people to do the
18 apprenticeships.

19 And there's some people that still have not
20 done that apprenticeship from 2015 and 2011.

21 PRESIDENT FAIN: So just so everyone here
22 knows, she is from Stellantis, so speaking to
23 Stellantis, the company, just being honest, that's been
24 a struggle as our Retired Council member here spoke
25 about how the company has not honored a lot of

1 agreements in the past, placing apprentices.

2 It's a dog fight. It has been my entire
3 career. I have been very involved in this fight.

4 And so we switched our contract last time.
5 We modeled it after Ford's Agreement for placing
6 apprentices, where we got the commitment up to 600
7 apprentices during the 2019 agreement.

8 We are on track to be around I believe 560 to
9 580 before the deadline, which we have never at
10 Stellantis or Chrysler in my entire 29 years put on
11 more than 400 apprentices in one contract, so...

12 And also, I will say the one thing we focused
13 on with the new selection process is the diversity
14 aspect of it.

15 It is no secret skilled trades have been
16 pretty much white male dominated, even whether it is
17 Big 3, whether it's any industry.

18 And so the one thing we have noticed is we
19 have more than doubled the amount of females and
20 African-American and other diverse groups. So we are
21 seeing a lot of positive signs out of it.

22 I mean, I am not sure what you are asking.
23 But the 1511 agreements, we will go back, I mean, 2007,
24 2003 agreements, the company did not honor their
25 commitment.

1 And that's why we put this new language in to
2 hold their feet to the fire so that there's a mechanism
3 to put more apprentices on.

4 So that's where we are right now, so...

5 DELEGATE TASHA BARNES: So another one is,
6 are they going to reopen the program for the people
7 that just became new hires to be able to apply to be an
8 apprentice?

9 PRESIDENT FAIN: Yeah, so depending on where
10 we are on numbers overall, I mean, we will keep
11 scanning that. We will have to address that through
12 bargaining.

13 But people that have already passed the
14 process, and on the list, they are going to stay on the
15 list.

16 So, yeah, we can reopen it and add more
17 people to it. It just depends on, you know, we don't
18 want to add -- if we have a thousand people sitting on
19 a list, I mean, if we open it up again, 500 more people
20 get put on, there are going to be, you know, a thousand
21 people behind that. So I mean that's how it works,
22 so...

23 DELEGATE TASHA BARNES: But they are
24 constantly hiring new people in for skilled trades.

25 So like she previously said, the retiree, why

1 can't we stay in-house? And hire in-house? Instead of
2 going outside?

3 Give our people opportunity for something
4 that we should have been had.

5 Before the whole bankruptcy, we were able to
6 keep it in-house.

7 Everything is outsourced. And it needs to
8 come back here.

9 PRESIDENT FAIN: I agree a hundred percent.
10 Thank you.

11 Let's go to Region 1 now.

12 Anyone want to speak in favor of the
13 resolution?

14 Yes, sir. Mic 4.

15 UNIDENTIFIED SPEAKER: Good afternoon, and my
16 apology. I want to congratulate everybody, IEB elected
17 officials, including you, Shawn Fain, President Elect.

18 I have been fighting this issue for a long
19 time. So when they changed it up to the 2019 Stark
20 test, I took it at the beginning. Passed it.

21 And still waiting three years, or I mean
22 during the duration of the contract.

23 But what I see is that management is
24 circumventing apprentices and getting what they call a
25 journeyman in training, JITs.

1 And that's the biggest issue that I have is
2 that we are hiring from the outside coming in.

3 And you have those been on the list waiting.

4 And for me, I am kind of low seniority. So
5 every year, I am getting pushed down.

6 So I was third on the list.

7 Now I don't know where I am.

8 So I think that the language needs to be
9 strengthened with dates and times. You know, we have
10 to be specific about it. And we also have to have
11 clarity and transparency to see where you are on the
12 list. Thank you.

13 PRESIDENT FAIN: Thank you, Brother.

14 UNIDENTIFIED SPEAKER: Local 160, Director
15 LaShawn English.

16 PRESIDENT FAIN: Thank you.

17 Anyone in Region 1 want to speak in
18 opposition to the resolution?

19 Seeing no hands, we will move back to
20 Region 8.

21 Anyone want to speak in favor?

22 Okay. Hand up, mic 8.

23 DELEGATE SIMMIE HERRIN: I would like to call
24 for an end of debate. I am Paul Herrin, UAW Local
25 1921, New Orleans, Louisiana.

1 (Motion made)

2 PRESIDENT FAIN: All right. There's a call
3 to end debate.

4 Any support?

5 (Motion supported)

6 PRESIDENT FAIN: All right. So we will now
7 end debate.

8 Those all in favor, signify by saying aye.

9 Those opposed, say nay.

10 All right.

11 The ayes have it.

12 It carries.

13 (Motion carried)

14 PRESIDENT FAIN: Okay. So we will now move
15 on to the next resolution. I will call up Kevin
16 McQuade.

17 Point of order. Okay. Green card.

18 DELEGATE TIM BOYD: Good afternoon, ladies
19 and gentlemen. Tim Boyd, Jeep Local 12, proud UAW
20 member, and proud UAWD member. They are not exclusive.
21 Let me just put that out there.

22 I am asking here to do a pull --

23 (Delegates booing)

24 DELEGATE TIM BOYD: I am asking now to pull
25 the resolution to reject electrical vehicle tiers under

1 the UAW Master Agreement that was I believe passed in
2 Local 551.

3 I have the agreement right here. I will hand
4 it to you guys to let you guys put it up, if you would
5 prefer, but to discuss this.

6 Currently, it's projected by all the analysts
7 out there, by 2030, projecting 50 percent more sales of
8 EVs.

9 PRESIDENT FAIN: Brother, is this a
10 resolution?

11 DELEGATE TIM BOYD: Yes. Right here.

12 PRESIDENT FAIN: So we have to get 98
13 delegates to vote to pull the resolution out.

14 DELEGATE TIM BOYD: Roger that.

15 PRESIDENT FAIN: Okay. So if you want to
16 bring it to the front.

17 DELEGATE TODD DUNN: Thank you, sir, Mr.
18 President.

19 All right. It's Resolution Number 46,
20 Resolution to Reject Electric Vehicle Tiers under the
21 UAW Master Agreement.

22 Whereas, the electric vehicle EV transition
23 is well under way, and the Big 3 automakers have been
24 retooling current plants and building new EV plants, as
25 well as with the support of the Federal Government

1 investing billions to reach 50 percent EV production by
2 2030.

3 Whereas, companies are using the transition
4 to EV production as a way to outsource jobs and divide
5 workers by creating joint ventures, introducing a new
6 tier specifically for EV workers, and stripping
7 autoworkers of hard-fought pay and benefits.

8 Whereas, new workers at Big 3 EV facilities
9 jointly operated with other corporate entities are in
10 some cases already making a much lower rate of pay and
11 receiving fewer benefits than the other Big 3 workers.

12 For plants slated to open in the future,
13 management is projecting relatively lower wages and
14 benefits.

15 Whereas, halting the creation of EV tiers is
16 in the interest of all auto workers, both because the
17 EV transition means that workers will be in EV jobs in
18 the future, and the rejection of new tiers prevents the
19 erosion of pay and benefits for our workers now.

20 Whereas, the UAW must reject the creation of
21 a new EV-specific pattern agreement that establishes a
22 new EV tier, and fight for inclusion in the Master
23 Agreement of all EV workers in the Big 3 and joint
24 ventures.

25 Therefore, be it resolved that the UAW shall

1 reject management proposals for contract language that
2 excludes jobs at new Big 3 electric assembly, battery,
3 powertrain, parts, and other manufacturing plants in
4 the Big 3 Master Agreement, striking, if necessary, to
5 achieve these goals.

6 Be it further resolved, the UAW's initial
7 proposal during bargaining will include these EV jobs
8 within the Big 3 Master Agreement.

9 Be it further resolved, the UAW must take the
10 legal position that all joint venture jobs should be
11 covered by the Big 3 Master Agreement, thereby
12 rejecting the creation of EV tiers across the auto
13 industry and establishing a uniform pay and benefit
14 structure equal to that of traditional auto
15 manufacturing.

16 To bolster that position, the UAW must
17 organize joint ventures to demonstrate our power to
18 management.

19 Be it further resolved, this effort should be
20 a part of the UAW-wide strategy to reject tiers of all
21 kinds and all management proposals.

22 And, again, that was recorded in the
23 Resolutions Committee as Resolution Number 46.

24 (Applause)

25 PRESIDENT FAIN: Okay. So we will need 98

1 delegates to vote in order to pull the resolution.

2 So if you are in favor of pulling this
3 resolution, please stand and we will have the auditors
4 count, so we can assure an accurate count.

5 Okay. So there were 94 delegates voting in
6 favor of pulling the resolution. So it is four short.
7 So we can't pull the resolution.

8 So we will move on to the next resolution.

9 I'd like to call Brother Kevin McQuade from
10 the Resolutions Committee to read our next resolution.

11 DELEGATE KEVIN MCQUADE: I will be reading
12 the proposed resolution Skilled Trades and
13 Apprenticeships, found on page 44 of the Proposed
14 Resolutions Book.

15 For many years, apprenticeship programs have
16 been implemented to upskill our members and offer them
17 the opportunity to join the ranks of skilled trades
18 journey persons.

19 UAW-approved apprenticeship programs are
20 second to none and have been successfully providing our
21 members access to skilled trades jobs across all our
22 sectors.

23 The thousands of highly competent members who
24 have obtained journey person status are evidence that
25 UAW-approved apprenticeships are the key to a

1 well-trained skilled workforce.

2 However, our workplaces are changing.

3 Traditional skilled trades are as necessary
4 as ever. Even though the job requirements of each are
5 continuously evolving, the introduction of advanced
6 technologies, equipment, tooling, and machinery
7 requires highly skilled workers to develop, install,
8 and maintain them.

9 Employers are placing new demands on the
10 skilled trade workers, and introducing new technologies
11 and processes into skilled trades work. Technology in
12 the form of vehicle electrification, additive
13 manufacturing, 3D printing, and the Industrial Internet
14 of Things, IIOT, autonomous collaborative robots, and
15 other fast-moving technologies have the potential to
16 impact current jobs or change the way we do work.

17 The UAW remains committed to retaining these
18 jobs for existing and future members.

19 For our skilled trades members, we must begin
20 for jointly developed continuous training programs to
21 ensure that our skilled trades members are as prepared
22 for these new technologies, and that the work that
23 comes with these new technologies remains in bargaining
24 unit.

25 The skilled trades workers of the 21st

1 Century must be able to adjust to changing work
2 practices, and maintain proficiency in the latest
3 technologies.

4 We must maintain that employers provide
5 adequate initial and continued training, and oppose any
6 attempts by employers to reduce jobs or erode
7 bargaining unit work through inadequate training of our
8 members.

9 Additionally, as many of our skilled trades
10 members approach retirement age, we will need more
11 members to enter these programs.

12 As members exit the workforce, significant
13 experience and expertise are also walking out the door.

14 Without trained workers to take their place,
15 employers will claim a lack of available skilled
16 workers as an excuse to outsource the work.

17 The combination of demographic challenges and
18 advanced technologies, changes in equipment and
19 processes make training and retraining more crucial
20 than ever. This provides an opportunity to negotiate
21 new investments in education and training.

22 The UAW is committed to equal opportunity for
23 all in the skilled trades. This will require promoting
24 and ensuring access to these programs for younger
25 members, as well as encouraging women and people of

1 color to enter the apprenticeship programs.

2 We have all seen that pre-apprenticeship
3 training programs have been highly effective in
4 increasing diversity in the trades.

5 Our union must insist that employers utilize
6 pre-apprenticeship training, along with effective
7 outreach and recruiting practices to continue to grow
8 these numbers.

9 Work that requires high skill levels is not
10 confined to the manufacturing sector of the UAW. We
11 are a diverse union, with workers in a variety of
12 sectors that require high levels of skill and
13 education.

14 All members must have access to adequate
15 training, academic opportunities, and protection from
16 outsourcing to enhance their job security and prepare
17 them for changes in their industries.

18 Therefore, we must negotiate to require that
19 all UAW contracts insist on an improved program with
20 the UAW National Skilled Trades Department;

21 * Require that skilled trades members
22 graduate from an approved apprenticeship program or
23 have eight years of verifiable work experience in basic
24 trade;

25 * Work with employers to jointly develop

1 apprenticeships that provide the skill needed to work
2 with new technologies and provide continuous classroom
3 and hands-on training for current skilled trades
4 members;

5 * Ensure workers are equipped and trained to
6 safely perform assignments in their classification;

7 * Protect work that has traditionally been
8 performed by UAW skilled trades members in the
9 worksite.

10 * Restrict the use of outside contractors for
11 repair, maintenance of machinery, equipment, or project
12 work.

13 * Local unions must notify -- must be
14 notified of new technology enhancements that are being
15 brought into our work sites and consulted in the
16 earliest stages of planning and deployment.

17 * Work related to new technology must stay
18 with our hourly and salary ranks.

19 * Fight against contracting out, and ensure
20 UAW members perform all work in-house.

21 * Require employers to invest in new
22 technology so our members can sufficiently perform
23 their jobs and protect current and future work.

24 Insist that guidelines are in place to ensure
25 equal opportunities to all members and ensure employers

1 are actively engaged in developing inclusive
2 environments.

3 (Applause)

4 PRESIDENT FAIN: Okay. Yes, Brother.

5 DELEGATE WENCESLAO VALENTIN III: Good
6 afternoon, President Fain. I'd like to offer a
7 friendly amendment to this.

8 Our local, UAW Local 774, I'm Wence Valentin
9 the Third, President Local 774. Dan Vicente is our
10 Regional Director.

11 We put up a resolution, and also the UAW's
12 Skilled Trades Convention, we put up a resolution.
13 What I'd like to offer as a friendly resolution, is
14 that we bring back the trade classifications that were
15 lost in bargaining over the last two decades.

16 (Applause)

17 PRESIDENT FAIN: So is the language you want
18 to add to the end, just basically stating -- because I
19 know every company is different or varies with
20 classifications, so it's just bring back
21 classifications lost in bargaining in the last two
22 decades because it would be pertinent to whatever
23 company you asked for?

24 Is that what you're asking?

25 DELEGATE WENCESLAO VALENTIN III: Yes.

1 PRESIDENT FAIN: Okay. We have a motion. Do
2 we have a second?

3 (Motion made and supported)

4 PRESIDENT FAIN: Okay. And, if you want to
5 explain further.

6 DELEGATE WENCESLAO VALENTIN III: All right.
7 Thank you.

8 Over the past few decades, the skilled trades
9 members of our union have been under attack by the
10 companies, in all facets of our organization, from the
11 Big Three, IPS, Ag Imp, et cetera. The companies have
12 combined trades, and in many instances, have not
13 indentured enough apprentices to fill the need for
14 skilled trades in our workplaces. The trades that were
15 combined have caused us to be diminished, and weaken
16 our skill sets.

17 I propose our International Union prioritize
18 in bargaining, that we fight to get the classifications
19 that were lost in bargaining, back.

20 I also propose we negotiate apprentices being
21 indentured and replaced when a retiree leaves on a
22 one-by-one basis.

23 (Applause)

24 PRESIDENT FAIN: So we have a motion to
25 second, and so we'll do any debate on the motion.

1 So I will start with Region -- I'll go with
2 Region 4. I'm sorry, Region 1. I'm sorry, I'm looking
3 at the mic.

4 Were you wanting to be recognized?

5 DELEGATE MARTIN TUTWILER: Good afternoon.
6 Martin Tutwiler, Region 160, Regional Director LaShawn
7 English, President Dave Small.

8 I think that's a great resolution. I also
9 think that we should not forget the third-party UAW
10 members. I came out of sanitation, and I was trying to
11 cross over to GM and skilled trades, and it been kind
12 of hard for me to do that, but seven years later, I was
13 able to cross over.

14 But it's still people that are skilled trades
15 where they're Aramark -- my Aramark brothers and
16 sisters that are UAW members, dues-paying members,
17 needed that opportunity as well. So I think that we
18 should recognize them as well, so they can progress in
19 their lives.

20 Thank you.

21 PRESIDENT FAIN: Thank you, Brother.

22 Anyone want to speak in opposition to the
23 amendment in Region 1?

24 Okay. Any other -- any other -- I'll go to
25 Region 1D, anyone want to speak in favor of the

1 amendment? Or, any discussion?

2 Seeing none, okay.

3 Okay. 1A.

4 Seeing no hands, I'll move on to Region 8.

5 Any comments? Any discussion? No hands.

6 Okay. I'm just going to move this out.

7 Anybody want to speak on -- okay. Region 2B right

8 here, with the book.

9 DELEGATE MICHAEL PATTERSON: Good afternoon,
10 Brothers and Sisters. Michael Patterson, Local 1005,
11 Parma, Ohio, the last stand-alone GM stamping plant.
12 And I am one of those plants, along with Flint Tool and
13 Die, who have the IM classification. So I am speaking
14 exactly to what Brother Wence brought up, is that what
15 the company intended to do, combining all our trades
16 and the direction that we went at the previous
17 agreement. I'm there. You don't want to be here. You
18 will not be able to keep qualified skilled trades. You
19 will not be able to keep the trades integral.

20 The work that I did as an apprentice 27 and a
21 half years ago, we cannot do in my plant right now.
22 There's contractors, and our trades are so diminished,
23 that we do not have the skill set to do the work
24 anymore. And that's where they want us. That's where
25 the company wants us.

1 And so, I'm in favor of this, but I can tell
2 you the things we need to be aware of. New technology,
3 I'm going to tell you right now, I'm not against it.
4 We don't pull the main lines with horses anymore. But
5 robots, the artificial intelligence, I'm seeing right
6 now in my plant, just how important it is.

7 We have an autonomous line that unloads a
8 basket, it runs through the cell. There's too many
9 bots that are loading clips that an employee used to.
10 They're loading it in the cell. There's cameras above
11 it that are creating a program for those mini bots as
12 it's running, so that it can pick the next nut pack up.
13 We're welding that for the Wentzville plant right now.
14 I'm glad to have the work. It brought dies in my
15 plant. I've got pressroom people running those jobs.
16 I've got tradespeople on the lines in the pressroom.

17 In metal assembly, we do subassemblies. So
18 when it goes to the assembly plant, it goes right in
19 their body shop line. But I've got less metal assembly
20 techs because of it.

21 So, I'm the bad guy because I'm getting work
22 in my plant, keeping jobs going, but I'm the bad guy
23 because I'm eliminating jobs by bringing this work in.
24 It's going to happen, it's coming your way, and if you
25 don't keep your people trained. I've had to send my

1 trainers on the floor to have them learn that AI as
2 they're installing it, and develop their own classes,
3 because management is dragging their behinds on getting
4 us trained.

5 I've got robot guys in the plant that's been
6 there way too long. My electricians can do it. Hey,
7 if you're scared of it, you better not be. You better
8 learn it, and you want to keep that work in your plant.
9 And you want your people doing it. You want them to
10 stay UAW jobs.

11 I understand where our brothers and sisters
12 are in education. It's exactly what I'm talking about.
13 They try to divide us --

14 (Applause)

15 DELEGATE MICHAEL PATTERSON: -- with the
16 Aramark employees, with the third-party trades.
17 They're amalgamated into my local. If you do not get a
18 hold of it, it's going to be gone and they're going to
19 separate us, and we got another fight.

20 So let's get together. We got to get in
21 front of this. I'm trying to stay in front of this as
22 much as I can. I've had to write grievances on them
23 for not following our new technology agreement. You've
24 got to do what you got to do.

25 If you've got to beat their brains out with

1 that national agreement, do it.

2 PRESIDENT FAIN: Okay, Brother. Thank you,
3 very much.

4 (Applause)

5 PRESIDENT FAIN: And just a reminder
6 everybody, what we're discussing right now is the
7 amendment which just states we're going to bring back
8 classifications lost in bargaining the last two
9 decades.

10 So anyone else want to speak on that? And
11 then if that is down or passes, then we will vote on
12 the resolution.

13 Right here, blue folder.

14 DELEGATE DARRIN NELSON: Darrin Nelson, Local
15 933, under the direction of David Green.

16 So I'd like to speak on this a little bit
17 because this hit home. We have negotiations coming up
18 this fall, and this was a big concern. I agree with my
19 brother that just spoke, both of them that just spoke
20 about the amendment on this.

21 And what's happening is they are going to
22 want to water down our trades. And the big concern is
23 me -- we, in a lot of facilities don't, but we have
24 garage mechanics, and we have carpenters and some
25 others that some facilities have lost. Well, going

1 into negotiations this fall, the fear is, is that
2 they're going to implement them into the other trades.

3 Now, you know, for example, a garage mechanic
4 going into a machine repair.

5 But what's happening is our trades are
6 getting watered down. And I'll give you a perfect
7 example. I'm a millwright welder. In 2010, I come
8 into my apprenticeship as, when they combined the three
9 trades, a sheet metal, a welder, and a millwright. I
10 got minimum training as opposed to what a traditional
11 sheet metal guy would have gotten, which is four years
12 of training. And then, I got minimal training in
13 millwright, and then I got minimum training in welding.

14 And what's happening is, is that the
15 outsourcing is getting out of control in our plants.
16 And the -- the concern is that management now feels
17 like, oh, well, we can't do this work, so if you were
18 to ask me to go and build a duct system or something
19 that is related to sheet metal, I feel I didn't have
20 the proper training that's required to do that, that
21 somebody on the outside can come into our plant and do,
22 and it's frustrating. Because they bring these people
23 into these plants and they can -- and they can make all
24 this duct work and do all this work that I didn't have
25 the -- what I felt, the proper training for.

1 So I do, I strongly -- I strongly agree with
2 my brothers that got up and spoke. I think that we
3 need to keep from watering down these trades. We need
4 to keep combining -- or stop combining these trades.
5 And we need to get back to I believe what we used as
6 the skilled trades conference is traditional trades.
7 And correct me if I am wrong, but I'll go back to the
8 traditional trade of what that trade stands for.

9 So, thank you.

10 (Applause)

11 PRESIDENT FAIN: Thank you, Brother.

12 So we will move over to Region -- I'll go to
13 Region 4, red card.

14 DELEGATE SCOTT HOULDIESON: Good afternoon,
15 Brothers and Sisters. Scott Houldieson, UAW Local 551,
16 Chicago, Region 4.

17 I stand in support of this friendly amendment
18 to the resolution. I'm an electrician, and I've been
19 an electrician for over 25 years. And I've seen the
20 combination of trades, especially in the mechanical
21 side of -- of trades, as a problem, both as reducing
22 the workforce, that's what the companies are aiming for
23 when they're combining trades. It's -- it's aimed at
24 having fewer trades, which is fewer opportunities for
25 -- for production people to step up into the trades.

1 There's no more apprenticeship for sheet metal workers
2 because they've been redlined or red circled.

3 So we need to fight to keep -- keep the
4 trades that we have, and bring back some of them that
5 have been red circled and cut out in the past.

6 And on top of that, the safety aspect of this
7 should give everybody pause. Because when you're
8 trained to lift and rig something, you're not
9 necessarily trained to weld it. When you're trained to
10 weld it, you're not necessarily trained to rig it. So
11 when you combine those trades, now you're asking
12 somebody that is supposed to put a good weld on there
13 to hold this thing together, to now be able to figure
14 out the center point and lift it properly. Somebody's
15 going to get hurt. Somebody's going to get killed. I
16 don't want it to be my brother or sister that's working
17 next to me, and I don't want it to be any of my UAW
18 siblings.

19 So, please, let's -- let's consider the
20 safety aspect of what these companies are after because
21 they don't give a damn about us. We need to watch out
22 for one another. We need to be our brothers' and
23 sisters' and siblings' keeper

24 PRESIDENT FAIN: Thank you. Thank you,
25 Brother.

1 (Applause)

2 PRESIDENT FAIN: Is there any other
3 discussion on the friendly amendment to bring back
4 classifications lost in bargaining the last two
5 decades?

6 Okay. Sorry. Green card, go to mic 8, I'm
7 assuming.

8 DELEGATE DAVID GERBI: Hi, my name is Dave
9 Gerbi. I'm the Vice President of Local 372, Trenton
10 Engine, Region 1A, under the direction of Director
11 Laura Dickerson. I am in favor of this friendly
12 amendment on this resolution.

13 Over at Trenton Engine, you can walk in my
14 plant right now, we're doing a running retool, and see
15 a bunch of hard hats of outside contractors doing work
16 that our trades should be doing. Part of it, we've
17 done -- they call it a D -- DIY at Stellantis right
18 now, "do it yourself." So our trades have done 95
19 percent of this retool, but not the other five percent
20 because of the lack of trades that we have in our
21 plants.

22 So more trades. Keep the work in-house.
23 And, I am all for this friendly amendment. Thank you.

24 PRESIDENT FAIN: Thank you, Brother.

25 (Applause)

1 PRESIDENT FAIN: All right. Any other
2 discussion on this amendment?

3 If not, I just want to confirm the language
4 again, Brother, mic 6. So just to confirm, the
5 amendment we're voting on right now is to add, bring
6 back classifications lost in bargaining the last two
7 decades.

8 Is that sufficient?

9 DELEGATE WENCESLAO VALENTIN III: Yes,
10 Brother.

11 PRESIDENT FAIN: Okay.

12 DELEGATE WENCESLAO VALENTIN III: I just
13 would like to add that last month, we met at the
14 Skilled Trades Convention at the Ren Center, and this
15 was passed by all the skilled tradesmen that were at
16 that convention, this specific language. So when
17 you're thinking about supporting it, remember that we
18 already pushed this up.

19 Thank you.

20 PRESIDENT FAIN: Thank you, Brother.

21 (Applause)

22 PRESIDENT FAIN: Okay. So we'll vote on the
23 amendment now. So all those in favor of adding the
24 amendment to bring back classifications lost in
25 bargaining the last two decades, signify by saying aye.

1 All those opposed, say nay.

2 All right. The motion carries.

3 (Motion carried)

4 (Applause)

5 PRESIDENT FAIN: So now, we will go back to
6 the resolution we were discussing, as far as skilled
7 trades and -- okay. Yes, Brother, mic 3.

8 DELEGATE BRYAN MCCLURG: My name is Bryan
9 McClurg, Local 1765, UAW, and under the direction of
10 Dave Green, Director, Assistant Director Rick Smith.

11 As a skilled trades electrician, I agree with
12 this resolution that's being proposed. But as a
13 skilled trades electrician, it needs to be included in
14 the skilled trade contract to be separately voted.

15 In the IPS sector, a lot of us, everybody
16 votes on the whole contract. And I saw nothing in the
17 resolution where they give the skilled trades the
18 opportunity to vote separately on skilled trades
19 contract. And in the IPS sector, we don't get that
20 opportunity.

21 So I'd like to add that the skilled trades
22 get a vote separately on their own contracts.

23 PRESIDENT FAIN: Give me just one second, I'm
24 just having legal verify.

25 I just want to make sure this isn't a

1 constitutional issue, so...

2 Okay. Sorry about the delay, just want to
3 make sure we have this right.

4 So the constitution does give the right. You
5 are able to apply -- the local can apply to the IEB for
6 approval for a ratification procedure that can be
7 adopted wherein skilled trades can vote on matters
8 which relate exclusively to that group.

9 So all you have to do is basically apply when
10 you do your local bargaining, to the IEB for a separate
11 ratification vote.

12 DELEGATE BRYAN MCCLURG: Okay.

13 PRESIDENT FAIN: So, and we -- I can assure
14 you we're not going to vote against that. So --

15 DELEGATE BRYAN MCCLURG: All right. Thank
16 you.

17 PRESIDENT FAIN: -- thank you.

18 (Applause)

19 PRESIDENT FAIN: And thank you to our legal
20 team.

21 Point of order. Okay. Right here. Orange
22 hat.

23 DELEGATE DONALD MOHN JR.: Don Mohn, UAW
24 Local 1050, Region 2B.

25 Just wanted to point it out for information,

1 it is actually under Article 19 of the Constitution
2 that you have in your bags. It's on page 60, section
3 three, second paragraph speaks on it.

4 Separate ratification for skilled trades if
5 there's an issue specific to skilled trades in
6 negotiations. We've done it at our local as well. But
7 that's where it's located if anyone wants to look it
8 up.

9 Thank you.

10 THE COURT: That's where we were just reading
11 from. Thank you.

12 Any other discussion on the motion -- I'm
13 sorry, on the resolution regarding skilled trades and
14 apprenticeships?

15 Red folder back there, mic six.

16 DELEGATE RITA GRIFFIN: Good afternoon. Rita
17 Griffin, Local 2250, under the awesome leadership of
18 President Fred Jamison, who's here with me today, and
19 under the direction of Brandon Campbell, Region 4.
20 Whoop whoop.

21 All right. I am in favor of this resolution.
22 However, I do have problems with the skilled trades
23 placement process. I think you guys need to make sure
24 you're strengthening that.

25 So to the brother in the suit who looked very

1 handsome, to your point, when -- hey, wait a minute.
2 I've been married for 23 years. Let me make it to next
3 month so I get my 24 years, guys. Okay.

4 So anyway, to your point, the way the process
5 works for those of you who don't know, every year in
6 January, you get placed on a list. Once you've
7 completed a program, you get placed on the list. Well
8 then, on that list -- in the GM sector I'm speaking to.
9 When you're on that list and you make it through to the
10 next year in January, new people come on, and if they
11 have more seniority than you, those of you who were
12 already on that list, and you could have been there for
13 two, three, four, five, and six years, well those
14 people have seniority to be placed over you. And I
15 think that's unfair, right?

16 I think once you go on that placement list,
17 your place should be held. And it's my understanding
18 that Ford is already doing it. So when you're on the
19 placement list in the Ford sector, maybe somebody can
20 speak to it --

21 PRESIDENT FAIN: Yeah.

22 DELEGATE RITA GRIFFIN: -- that year, your
23 place is held. And anybody following you, they get
24 placed on it by seniority, following you.

25 Did I make myself clear, or did I confuse

1 things?

2 PRESIDENT FAIN: Yeah, you were clear.

3 And Sister, just so everyone knows, you know,
4 that is an issue that GM would have to bargain for in
5 their negotiations, Ford. And then we actually
6 followed suit with Ford, so we follow the same process
7 for selecting apprentices. So once we open the window
8 and select a list, it's ranked in seniority order. And
9 until they exhaust that list, even if they test more
10 down the road, it will create a second group and until
11 you exhaust the first group, the second group can't go
12 forward.

13 DELEGATE RITA GRIFFIN: That's not the case.
14 That's our problem.

15 And all I'm saying is, I am in favor of this,
16 but I want you guys to be cognizant of that. And I
17 think we should clean that process up.

18 PRESIDENT FAIN: Thank you, Sister.

19 (Applause)

20 Red book. Or, blue book.

21 DELEGATE STEVEN WORKMAN: Good afternoon.

22 Steve workman, Region 2B.

23 Congratulations, President Fain. Glad to see
24 you up there. Congratulations, Mr. Boyer, Vice
25 President.

1 I would like -- I am in favor of this, but I
2 want to make sure when we're bargaining, we go and fix
3 a few things. Specifically, with the apprenticeship
4 program, there's some issues with the related training.
5 You know, we get a lot of training. You know, we get a
6 lot of these younger people. We got single moms,
7 families where they're going to school outside their
8 normal work schedule. So I want to make sure the
9 negotiators are trying to get their training in line
10 with their work hours.

11 Also, under new technologies, I want to make
12 sure that obviously the training is there for these 3D
13 printers, and they're staying with their related trades
14 and these guys are able to do that work.

15 Training has to be a priority in these
16 negotiations. I've seen this in the past with the
17 resolutions, and I just want to make sure going
18 forward, those negotiators are focused on that.

19 These service companies are coming in with
20 these non-union people that are installing these
21 machines and then they stay with them for long periods
22 of time and there's no training then involved, so the
23 trades then lose out on that work.

24 So I want to make sure our trades are being
25 -- when our contracts are negotiated and when these

1 machines are bought, that there's training included in
2 this and these service and warning agreements, that the
3 trades are working alongside them.

4 Obviously, we need to stay with the stronger
5 outsourcing language and continue to in-source as much
6 work as we can. And I appreciate if we pass this
7 resolution.

8 THE COURT: Thank you, Brother.

9 I'll look over in Region -- I know we haven't
10 been on this side much, but anyone in Region 6 want to
11 speak in favor or opposed to? Yes, brother with the
12 red book.

13 DELEGATE MICHAEL SHAW: Good afternoon. Mike
14 Shaw, Local 74. Just call the question.

15 PRESIDENT FAIN: Okay, Brother.

16 So question has been called for. Is there a
17 motion to close debate?

18 Oh, I'm sorry, and a second.

19 (Motion made and supported)

20 PRESIDENT FAIN: So we'll now vote on ending
21 debate. So those in favor of ending debate, signify by
22 saying aye.

23 Those opposed, say nay.

24 All right. Debate is closed.

25 (Motion to end debate is carried)

1 THE COURT: I'll just say a couple points.
2 Everyone should have got our -- the Communication
3 Committee was passing out the document for the Students
4 Workers Solidarity. They're going to have that meeting
5 that Brother Mancilla and Brother Miller talked about.

6 And then also, regarding tonight's reception,
7 it'll be in Grand Ballroom A and B, directly across
8 from the hall. And there's only one entrance, and
9 everyone has to go through metal detectors. I
10 apologize for that, but that's the rule, so please be
11 patient.

12 The doors for the reception will open at
13 exactly 5:00. The bar will close at exactly 8:00, and
14 the doors will close at 8:15.

15 All eight shuttles that are transporting
16 individuals to the three hotels, Detroit Marriott, MGM
17 and Hollywood Casino, and Greektown, those will all be
18 working, and those will stop at 9:00 p.m.

19 So with that, I will recess this 2023
20 Bargaining Convention until 9:00 a.m. tomorrow.

21 (Applause)

22 PRESIDENT FAIN: Thank you.

23 (Proceedings concluded at 3:30 p.m.)

24

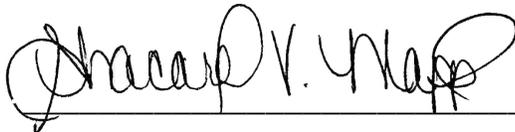
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CERTIFICATE OF NOTARY

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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

Wednesday
March 29, 2023

**Convention
03/29/2023**

1 UAW 38th Special Bargaining Convention
2 Huntington Place
3 Detroit, Michigan
4 March 29, 2023
5 Day 3
6

7 (Recorded voice introducing Secretary-Treasurer
8 Margaret Mock.)
9

10 (Applause)

11 SECRETARY-TREASURER MOCK: Good morning,
12 delegates and guests. I now call the 2023 Special
13 Bargaining Convention of the International Union and
14 Automobile Aerospace and Agricultural Implement Workers
15 of America, UAW is called to order.

16 (Convention called to order at 9:17 a.m.)

17 (Applause)

18 SECRETARY-TREASURER MOCK: It is my honor
19 this morning, to introduce our invocator: Renford
20 Whynes.

21 Renford Whynes had migrated to the United
22 States from St. Catherine, Jamaica, in 1987, for
23 greener pastures.

24 Renford worked for a Performance
25 Manufacturing Plant in Connecticut for 10 years while

1 pursuing his Bachelor of Science Degree at Southern
2 Connecticut State University.

3 Renford continues his educational journey by
4 obtaining a master's degree at Devry University in
5 Public Administration, and pursuing his Doctorate
6 Degree at Walden University, in Public Health Science.

7 While working as a health inspector, Renford
8 Whynes saw the need for help in Local Union 2377, and
9 he became involved as a steward. And later, he was
10 appointed the second vice president.

11 Renford is Head Elder at his place of
12 worship, and senior Public Health Inspector at the City
13 of Stamford, with many years of experience.

14 Others know Renford to be a caring and
15 compassionate person who is willing and ready to render
16 aid and assistance to those who are in need.

17 Renford's passion for people led him to his
18 current position as the president of Local 2377.

19 (Cheers and applause)

20 SECRETARY-TREASURER MOCK: Also, his passion
21 for people led him to become UAW Chaplain and
22 Coordinator for Region 9A.

23 (Applause)

24 SECRETARY-TREASURER MOCK: Renford's caring
25 and compassionate nature are reflected in his volunteer

1 services as a public service officer with the West
2 Haven Police Department in Connecticut.

3 In his spare time, he is an avid tennis
4 player.

5 I now welcome Renford Whynes.

6 (Applause)

7 CHAPLAIN RENFORD WHYNES: Good morning.

8 UAW MEMBERS: Good morning.

9 CHAPLAIN RENFORD WHYNES: It's a pleasure to
10 be here in the presence of you, this wonderful company
11 this morning.

12 I am greatly honored to be addressing this
13 critical 2023 Special Bargaining Committee Convention.
14 I want to thank President Fain, Vice President
15 Browning, Vice President Boyer, Vice President Booth,
16 and the International Executive Board for the kind
17 invitation.

18 I want to thank our Region 9A Director,
19 Brandon Mancilla, and the Chaplaincy Liaison, Mike
20 Holmes for their leadership.

21 The Special Bargaining Convention has special
22 significance for all of us.

23 I am delighted that God allows me this
24 opportunity to be with my siblings at UAW, because I
25 believe in the union movement, and strong cohesiveness

1 as the key to mobilize decent work and growing reality
2 for all workers.

3 Will you bow your heads as I pray with you
4 this morning?

5 Because we gather in a nation that welcomes
6 people of all faiths, and of no faith, I invite you to
7 personalize this prayer in your heart according to your
8 tradition and beliefs.

9 I respect and honor those who pray in ways
10 other than I do, and how I claim my tradition of pray
11 in the name of Jesus of Nazareth, who gave his life in
12 the struggle against forces of injustice.

13 Let us quiet our hearts in the spirit of
14 prayer.

15 Gracious and loving God, guide the work of
16 those assembled here today, as they bring the
17 institutions of all democracy to life.

18 Grant us wisdom. Grant us courage. Grant us
19 the moral imagination that creates a capacity for
20 civility and the grace to disagree without disrespect,
21 as we work vigorously for the well-being of our
22 members, the union that we love.

23 God of gentleness and justice, as we enter
24 this bargaining convention process, we pray that you
25 make us instruments of peace, sowing seeds of merciful

1 love and fierce hope.

2 We ask all in your strong name.

3 Solidarity. Solidarity. Amen, and Amen.

4 (Applause)

5 SECRETARY-TREASURER MOCK: Thank you, Brother
6 Whynes.

7 I now ask the delegates to rise as we join in
8 the Pledge of Allegiance.

9 ALL MEMBERS: I pledge allegiance to the flag
10 of the United States of America, and to the Republic
11 for which it stands, one Nation, under God,
12 indivisible, with liberty and justice for all.

13 SECRETARY-TREASURER MOCK: It is now my
14 pleasure to introduce this morning's timekeepers:

15 William Olson from Local 566, in Region 1D.

16 (Cheers and applause)

17 SECRETARY-TREASURER MOCK: And Bobbie Johnson
18 from Local 6000, in Region 1D.

19 (Cheers and applause)

20 SECRETARY-TREASURER MOCK: It is now my honor
21 to call up one of my sheroes, Region 1A Director, Laura
22 Dickerson for the purpose of introduction.

23 (Cheers and applause)

24 SECRETARY-TREASURER MOCK: Come on, Shero.

25 DIRECTOR LAURA DICKERSON: Thank you.

1 Good morning.

2 UAW MEMBERS: Good morning.

3 DIRECTOR LAURA DICKERSON: It is my pleasure
4 to introduce our next speaker, Debbie Dingell.

5 Congresswoman Debbie Dingell represents
6 Michigan's Sixth Congressional District in the U.S.
7 House of Representative.

8 She is a member of the Energy and Commerce
9 Committee, the Natural Resources Committee, and the
10 Select Subcommittee on the Coronavirus Pandemic, where
11 she leads on critical issues, including affordable and
12 accessible healthcare, clean energy and water, and
13 supply chain resilience in protecting our wildlife and
14 natural resources.

15 As Co-Chair of the Congressional Labor
16 Caucus, she has been a fierce voice for unions, a
17 strong support of worker rights, and an original
18 cosponsor of the PRO Act.

19 Before being elected to Congress, Dingell, a
20 self-proclaimed car girl, worked in the auto industry
21 for over three decades, where she was President of the
22 General Motors Foundation, and a senior executive
23 responsible for public affairs.

24 Debbie currently resides in Ann Arbor. She
25 holds a B.S.F.S. in Foreign Services, and an M.S. in

1 Liberal Studies from Georgetown University.

2 I would now like to welcome my friend,
3 someone I refer to as my BFF, a friend of labor who is
4 always there when we call on her, and more importantly,
5 a friend to the UAW and Region 1A, please welcome my
6 friend, Debbie Dingell.

7 (Applause)

8 DEBBIE DINGELL: Got to have energy. Good
9 morning, everybody.

10 UAW MEMBERS: Good morning.

11 DEBBIE DINGELL: Is the music making you
12 alive, energetic, and ready for what's ahead?

13 UAW MEMBERS: Good morning.

14 DEB DINGELL: Okay. You guys did too much
15 drinking last night, and you're not in the mood you
16 need to be for this last day of the bargaining session.

17 I want to say this to you. It's an honor to
18 be with all of you. I love you, and you know that.

19 And I flew in, took the 6:00 a.m. plane from
20 Washington, was thinking about the 10:30, but even I
21 can't speed that fast. I'm going to go back at noon.
22 But I would not be anywhere but with you on Wednesday,
23 solidarity day, in red with you, in solidarity, with
24 the UAW.

25 (Cheers and applause)

1 DEB DINGELL: And when we leave here today,
2 I'm going to talk more about it, solidarity is the word
3 for the next few months.

4 I want to start by congratulating our new
5 president, Shawn Fain. And I very much look forward to
6 working with you.

7 (Applause)

8 DEBBIE DINGELL: And Mr. President, I'm going
9 to be me, but I really do look forward to working with
10 you.

11 And I also want to thank Ray Curry for his
12 years of leadership and service.

13 (Cheers and applause)

14 DEBBIE DINGELL: We -- you know, I'm going to
15 say something to you all right now. The UAW is my
16 family. And you really are my family. You all know
17 that. I've been through the good times and the bad
18 times with you, and in a very personal way.

19 When I got married, where did I meet
20 everybody? 1A, in Local 600. I love you. You were my
21 -- the very last place that John went publicly was 1A,
22 was Election Day. He missed all of you. He wanted to
23 be with you, and I called Chuck. And I said, Chuck,
24 John wants to be with his brothers and sisters. And
25 Chuck said bring him on over. And it's the last time

1 he went out publicly, was with 1A.

2 (Applause)

3 DEBBIE DINGELL: And, it was.

4 And when he died, you all picked me up.

5 Every last one of you local presidents knew that I just
6 wanted to go hide. I didn't want to go on. I just
7 wanted to give up. And you kicked me in the butt, you
8 let me cry in your arms, and you said we've got work to
9 do, and Sister, you're part of us, and you keep going.
10 And that's what I did.

11 (Cheers and applause)

12 DEBBIE DINGELL: So families have good times,
13 they have tough times, but when the going gets rough,
14 the rough get going and families unite. And right now,
15 this family needs to be united.

16 (Applause)

17 DEBBIE DINGELL: The UAW has a strong and
18 storied history, and a legacy as part of the labor
19 movement, protecting working men and women far beyond
20 your membership. Every worker in America is better off
21 because of the work of decades of the UAW. And never,
22 ever forget that.

23 (Cheers and applause)

24 DEBBIE DINGELL: For almost a century, when
25 we're -- I want to remind you, and be very clear that

1 when workers do well, communities do well.

2 And I'll give you another fact, too many
3 people don't -- I'm going to say a lot of things today.
4 I've been rewriting this thing for three nights. My
5 staff is ready to kill me, which is a normal state of
6 affairs.

7 But I don't think people understand that what
8 you're -- when you get your benefits, what you do for
9 all the workers in your areas. So that if you have a
10 high union density, the median income for every
11 household is \$12,000 higher. You impact everybody.

12 And you've really got to realize, too many
13 people take for granted, you know -- well, nowadays,
14 the kids don't want to work 40 hours either. But, you
15 know, the 40-hour work week, healthcare, pensions, safe
16 working places, that -- even student to teacher ratios,
17 UAW is getting a lot of academics now. The patient to
18 nurses ratio. Those have -- we take it for granted.

19 Too many people not in this room think, oh,
20 isn't our world great, isn't everything perfect. It's
21 not great. It is better because you all have
22 negotiated for those benefits for years.

23 (Applause)

24 DEBBIE DINGELL: You can never take those for
25 granted.

1 After decades of organizing and struggle,
2 unions -- and believe me, I hope every person studies
3 the history of the UAW and what happened in the
4 beginning. But it took 1935, the Wagner Act, after
5 people were being bloodied and murdered, and a whole
6 lot of other things, to keep them from organizing, the
7 Wagner Act guaranteed the rights of workers to
8 unionize, engage in collective bargaining for higher
9 wages, better conditions, and if necessary, to strike.

10 And this is still the foundation of American
11 labor law and worker protections.

12 Now, policymakers have been trying to whittle
13 away at that for years. They make a little move here,
14 they make a little move here, they do right to work.
15 Well, the governor was here yesterday, and Michigan
16 finally repealed "Right to Work."

17 (Cheers and applause)

18 DEBBIE DINGELL: But I'm going to tell you
19 something. President Fain, you don't know me as well,
20 but some of them do. They sometimes call me Debbie
21 Downer.

22 Because I warned you all. Nobody believed
23 me. And I know some of you probably even voted for
24 him, that Donald Trump would win. Well, I'm going to
25 make a prediction right now, they're going to try to

1 put that on the ballot in 2024, and you all better be
2 prepared and ready to work, to not let them take that
3 back. Workers do have rights, not the way they want
4 them. And we are going to protect the right for
5 workers to organize, period.

6 (Cheers and applause)

7 DEBBIE DINGELL: A lot of the benefits many
8 workers take for granted are now under attack;
9 healthcare, pensions, social security, Medicare,
10 Medicaid, minimum wage. Basic labor safety laws are
11 being targeted. And that's why this week is so
12 important.

13 I want to say that I know there's been a lot
14 of complicated times inside the UAW recently. Things
15 have not been okay, especially in the last decade. But
16 there were a lot of people who have been dedicated to
17 holding those who did wrong, accountable, fix what was
18 morally wrong. And now, the time is for this family to
19 come together and focus on what this year means going
20 forward.

21 (Applause)

22 DEBBIE DINGELL: Looking forward, the work
23 you've got to do is probably the most critical in the
24 history of the UAW since you first organized.

25 The future of this union is at stake. Nobody

1 -- nobody should underestimate what is at stake for
2 manufacturing in this country.

3 (Cheers)

4 DEBBIE DINGELL: But it's true. It's going
5 to be consequential.

6 So as you begin this critical negotiation,
7 everyone, you need to remember this. At the bargaining
8 table, everyone must be united. There is no room for
9 division.

10 (Cheers and applause)

11 DEBBIE DINGELL: Every single worker in this
12 country is going to be impacted by your negotiations.
13 And I wanted to tell you something. Historically,
14 people have tried to divide you. They always try to
15 divide people when they're coming together to do
16 something, what's right. And they're going to continue
17 to.

18 They don't have your best interest in mind.
19 They're going to try to weaponize that division among
20 you, make you less effective, and prevent progress.
21 Unity is mandatory.

22 (Applause)

23 DEBBIE DINGELL: You know what's at stake.
24 You will set the precedent for how wages and benefits
25 are handled when it comes to EVs. They go hand in hand

1 the autoworkers impact how competitive the automakers
2 are going to be in these uncertain economic times, and
3 the technology transition.

4 And we will be fighting to protect product
5 allocation, and keep them from closing plants. I want
6 a lot of plants kept open in my district and around the
7 country.

8 (Cheers and applause)

9 DEBBIE DINGELL: I'll tell you a quick story.
10 I told you, this would be half my heart and half what I
11 wrote. But I -- I've organized the Heartland caucus
12 because I'm sick -- I love the coast. Not insulting
13 anybody from the coastal areas, but it's really easy
14 for people to fly over the Heartland and not talk or
15 think about their issues, even though auto industry and
16 manufacturing and other businesses here are the
17 backbone of the American economy. Well, are the
18 backbone of the American economy. Still are.

19 But when we organized the first meeting of
20 the Heartland caucus, you know the issue that everybody
21 wanted to take on first? The closing of the Belvidere
22 Plant. And they wanted to take it on, say it wasn't
23 fair, why it shouldn't happen, why it was important to
24 this country, how they protect those worker jobs, and
25 educate every policy maker about what is at stake in

1 this economy on that kind of action. That's who is
2 representing you in Congress in the Heartland of this
3 country.

4 (Applause)

5 DEBBIE DINGELL: So we're at a crossroads.
6 Now, as we're looking at where they're going to build
7 these EV batteries and who's going to make them, I want
8 those jobs to come home. I want them made in the
9 United States of America. And I want them made by
10 union workers.

11 (Cheers and applause)

12 DEBBIE DINGELL: For too long, many didn't
13 understand what was happening to our supply chains.
14 Jobs were shipped overseas; workers were paid less.
15 They didn't have healthcare. They didn't have
16 retirement benefits overseas. They didn't have safe
17 working conditions. They didn't have environmental
18 standards. And yeah, people thought, oh, maybe it's a
19 little cheaper. But you know what? It hurts working
20 men and women everywhere.

21 It took the pandemic for people to understand
22 what we had done to this country, how much we had
23 shipped overseas. It's not only economic security, it
24 is National Security.

25 So when we couldn't even get masks and gloves

1 and gowns in this country, they were all being made in
2 China, the world woke up. Well, not the world, China
3 was happy. The United States woke up. America woke
4 up.

5 (Applause)

6 DEBBIE DINGELL: Do you know, even 80 to 90
7 percent of our medicine is now made in China? Do you
8 want to be that independent on any country? No.

9 So we're taking steps to bring the supply
10 chains home. And I'll tell you what I want. I want
11 every piece of our automotive supply chain to be based
12 here in America. We need to create --

13 (Applause)

14 DEBBIE DINGELL: I mean, we do. It's a
15 vision, but we need to create these jobs here, and
16 invest in the American auto industry and American
17 manufacturing.

18 I'll give you an example. This is another,
19 after the COVID gowns. Over the last couple of years,
20 you all felt the impact of the semiconductor ship --
21 chip shortage. When I started in the auto industry,
22 okay, so I'm seasoned, I'm not old, but it wasn't that
23 long ago, we were making more than 40 percent of those
24 chips in this country. Now, that number is less than
25 12 percent.

1 You saw what happened. Unfinished vehicles
2 were parked by this -- by the thousands, in lots meant
3 to hold finished cars.

4 Workers, many of you were laid off. Families
5 were hurt. It's unacceptable and the reality is that
6 economic security, environmental security, and National
7 Security were all being impacted.

8 Last summer, Congress did -- we got Nancy
9 Pelosi. We got everybody. We got the president out.
10 We had Nancy Pelosi out. We had Gina. You've got to
11 educate people, by the way. And this isn't in my
12 remarks.

13 President Fain, I'm going to -- it's coming
14 to me as I'm standing here. You've got to educate
15 policymakers about what you are doing and why it
16 matters, because they need to have your back.

17 (Applause)

18 DEBBIE DINGELL: We need to make sure people
19 are telling the story, and we need to make sure every
20 American understands what's at stake for working men
21 and women.

22 I believe that now, as we go into these
23 times, that we have a responsibility to you and to
24 future generations to keep jobs here in America. And
25 creating chips here at home, is the key to one of those

1 -- is a key to that. And I want those chips made with
2 union jobs, which we've got some work to do on, by the
3 way. But we did pass legislation.

4 And I'm going to give you about trade. You
5 know, I said to everybody, everybody thought I was
6 crazy when I said people cared. Look, democrats did a
7 lousy job of talking about trade in 2'16. They didn't
8 get it. They didn't live in this country, in this
9 Heartland, this state. They didn't know what NAFTA had
10 done to all of you.

11 Well now, we've got another bill, we're
12 working on it, trying to bring those jobs home. But
13 now, we've got in the Pacific economic framework for
14 prosperity that's being considered. And I met with the
15 U.S. Trade Representative last week, and I said to her,
16 okay, I hear all about the technology, I hear all about
17 the coast. Who the hell is watching out for the autos,
18 the manufacturers, the Heartland of this country? And
19 how are you protecting those jobs in this? And I want
20 you to come and tell the workers what you're doing for
21 them.

22 (Applause)

23 DEBBIE DINGELL: You've got to pay attention
24 to that.

25 (Applause)

1 DEBBIE DINGELL: You're all on the forefront
2 of this, and I will always work with you to ensure your
3 efforts are recognized, and that you have the support
4 that you deserve.

5 American workers drive -- autoworkers drive
6 our economy.

7 And I want to make sure that the human
8 stories don't get lost in the policy negotiations. And
9 the partisan rhetoric of D.C., I've got to tell you, it
10 can get to you some days. I want to -- you know, I
11 don't have John that hugs me anymore. And your hugs
12 this morning probably gave me strength and energy for
13 the next month. I can't -- they mean more when I come
14 in here and I know I'm with family.

15 But I know that for families like you, these
16 issues affect whether you can keep the lights on, or
17 put food on the table. And I remind my colleagues of
18 this every single day.

19 The UAW is made up of some of the most
20 skilled, passionate, and talented workers in the
21 nation. People who know the value of a hard day's
22 work, and people who value giving back to their
23 communities. You speak up for what's right, and are
24 relentless in fighting for working men and women every
25 single day, for better pay, safer working conditions,

1 healthcare and retirement benefits, education, civic
2 participation. And I probably shouldn't say this, but
3 I'm going to, and equal pay for equal work. As a
4 woman, I was never --

5 (Cheers and applause)

6 DEBBIE DINGELL: -- paid equally for the job
7 a man did until I got to Congress. We need equal pay
8 for equal work.

9 (Cheers and applause)

10 DEBBIE DINGELL: Unions aren't just good for
11 workers, they're good for communities and democracies.
12 Unions across the country have been integral in the
13 fight against voter suppression efforts at the state
14 and local level, and have been instrumental in passing
15 many laws that make voting more accessible for all.

16 Most importantly, you all are building on a
17 legacy of the hardworking men and women that went
18 before you, to make sure that you are improving the
19 quality of life for everyone today and in the future.

20 So before I close, I want to say one thing,
21 I've got a challenge for you. Up in -- I'm in your
22 halls. You know that. I've been talking to a lot of
23 other labor people. I think too many people don't know
24 what right to work is, and why it matters. I think too
25 many members don't know what prevailing wage is, and

1 why it matters.

2 We talk about the infrastructure bill and how
3 we've mandated prevailing wage, but there's no
4 incentives and we don't hold people accountable. We've
5 got to explain to people why that matters.

6 And the Inflation Reduction Act establishes
7 and makes, "Make It in America" a fact, a provision.
8 And people don't understand what that means or why it
9 matters. We have to educate all of our friends, our
10 colleagues, our fellow union workers about why this
11 matters, and make sure they can talk about these terms.
12 They're not idle words. They represent the backbone of
13 supporting working men and women in this country.

14 (Applause)

15 DEBBIE DINGELL: Bottom line, when workers
16 are better off, the very fabric of our country is made
17 stronger. And you all make our country stronger
18 because of your work.

19 I love you. I'm honored to call you brothers
20 and sisters. And I will always be here to have your
21 back in whatever the fight is.

22 Thank you, very much.

23 (Applause)

24 DEBBIE DINGELL: And good luck this week.

25 SECRETARY-TREASURER MOCK: Wow, wasn't that

1 powerful? Whoo. Let's give her another round of
2 applause.

3 (Cheers and applause)

4 SECRETARY-TREASURER MOCK: Okay. It is now
5 my honor to call up Vice President Browning to present
6 his report.

7 Come on up, Chuck.

8 (Cheers and applause)

9 VICE PRESIDENT BROWNING: Good morning. Took
10 that jacket off. We're going to heat things up a
11 little bit, today. I'll tell you, you look wonderful.
12 The red is awesome.

13 This is really going to be a bit of an
14 emotional experience for me. I have four bargaining
15 committees that are going to be introduced. As most of
16 you are aware, I am the Vice President and Director of
17 the Ag Imp Department, (Agricultural Implement
18 Workers). I represent John Deere, I represent Case New
19 Holland, and I represent Caterpillar. And I have Ford
20 Motor Company as well. And --

21 (Cheers and applause)

22 VICE PRESIDENT BROWNING: We have some Ford
23 -- Ford members out here today. And I also really have
24 the highest honor to be the director over our
25 Chaplaincy Department as well. So I want to give --

1 (Applause)

2 VICE PRESIDENT BROWNING: Thank you, for our
3 chaplains.

4 So I'm going to give a report on each one of
5 my assignments. You know me pretty well. I'm going to
6 try and be as brief as possible. No promises.

7 But I'd like to start kind of in sequence of
8 the bargaining that's coming up, that we've done, the
9 sequence in which we've completed agreements, and, of
10 course, the Big Three bargaining coming up.

11 But first, I want to talk about the
12 Agricultural Implement Department as a whole. A lot of
13 people don't realize that a lot of our gains in the
14 early days of our union, were fought for with strikes,
15 were bargained for in our Ag Imp departments.

16 We have had historic battles with
17 Caterpillar, with Deere, with CNH. Historic battles.
18 And those of you that have inherited the agreements
19 that we work under, do not realize where that language
20 was born. And a good portion of that was born in Ag
21 Imp.

22 With that being said, I want to thank my top
23 Administrative Assistant, Brandon Keatts for the work
24 he did on this.

25 (Cheers and applause)

1 VICE PRESIDENT BROWNING: For those of you
2 that deal with us on a regular basis, his nickname is
3 Siri. I just ask him a question, he gives me a pretty
4 good answer.

5 I also want to thank my Administrative
6 Assistant over Ag Imp, Tommy Weber, the Assistant
7 Director, Bobby Garland.

8 (Applause)

9 VICE PRESIDENT BROWNING: My awesome,
10 awesome, awesome staff that supports all three of the
11 representation with these companies, Josh Hogan, J.C.
12 Zimmerman, Scott DeVries. Thank you, very much.

13 (Applause)

14 VICE PRESIDENT BROWNING: I also want to
15 thank my partner in UAW Region 4, Brandon Campbell,
16 because we partner as we represent these groups.

17 (Applause)

18 VICE PRESIDENT BROWNING: And I would also
19 like to thank retired UAW Region 4 Director, Ron
20 McInroy, who fought many of these battles with us.

21 (Applause)

22 VICE PRESIDENT BROWNING: And the entire UAW
23 Region 4 staff who has been there with us through all
24 these negotiations.

25 (Applause)

1 VICE PRESIDENT BROWNING: So I'm going to
2 start with John Deere. I assumed this position in July
3 2021, and we have a contract expiration at John Deere,
4 October 2021. We had a lot of work to do, in quick
5 order. And I am so -- let me do this, too.

6 If I'm going to start talking about them,
7 let's get the John Deere Committee out here.

8 (Cheers and applause)

9 VICE PRESIDENT BROWNING: Give them some
10 love.

11 (Cheers and applause)

12 VICE PRESIDENT BROWNING: They deserve every
13 bit of that.

14 But the story at John Deere doesn't start
15 with the National Negotiating Team. It doesn't start
16 with me. It starts with our membership at John Deere.

17 (Applause)

18 VICE PRESIDENT BROWNING: For those of you in
19 auto, and I will be talking about it, we went through
20 concessionary bargaining in 2009. John Deere went
21 through concessions in 1997. They had been working for
22 25 years, some of those members, under an agreement
23 that was very different than the members that worked
24 there or hired in there prior to 1997.

25 I've got to tell you, to be there and see the

1 passion and the fight and the determination of that
2 membership really put me in awe. That membership
3 collectively got together and made a decision that they
4 weren't going to accept any agreement that they didn't
5 strike for, that they didn't fight for, that they
6 didn't make sacrifice for. That was the membership.
7 The membership led --

8 (Applause)

9 VICE PRESIDENT BROWNING: -- what happened at
10 John Deere.

11 That group of workers, our members, the
12 Midwest and farm country, got together and they said,
13 we're going to fight for everything we can get, and
14 we're not settling for anything less.

15 (Applause)

16 VICE PRESIDENT BROWNING: And our national
17 negotiators had a tall, tall order ahead of them.
18 Because that was a lathered-up fighting membership.
19 And I've got to tell you, I don't bargain any
20 differently than I do for our 11,000 members at Deere,
21 or 1100 members at case, or 6900 members at CAT, or our
22 57,000 members at Ford. If there's one member, they
23 deserve -- and they have a national agreement, they
24 deserve the attention of the UAW International Vice
25 President. And we bargained this all together.

1 These guys work their -- I've got to be a
2 little vice president -- ah, they work their asses off.
3 These guys work their asses off.

4 (Applause)

5 VICE PRESIDENT BROWNING: I'll have the
6 chaplaincy -- the chaplains take care of me at the end
7 of this.

8 They worked throughout the night. They were
9 serious business. They were focused. We ran that
10 negotiation in the most democratic manner possible.
11 These guys learned how to cost out agreements. They
12 made major decisions on pensions, on the cash balance
13 program. Major decisions. They educated themselves.
14 They became intimate -- they were already intimate on
15 the issues, and it was miraculous.

16 And to think that 11,000 members and this
17 bargaining committee, took all of that on and did what
18 they did. And they don't realize it.

19 Brothers and Sisters, they were just doing
20 it. They were just doing what they do. They don't
21 realize the impact they made on the rest of the UAW.
22 Not only did they --

23 (Cheers and applause)

24 VICE PRESIDENT BROWNING: -- take care of
25 their members, they took care of all of us by what they

1 achieved at the bargaining table.

2 Yeah, let them hear it.

3 (Cheers and applause)

4 VICE PRESIDENT BROWNING: Cause they don't
5 know. Let them know what they did for us.

6 (Cheers and applause)

7 VICE PRESIDENT BROWNING: I was talking to
8 vice -- or, I'm sorry, President Fain this morning, and
9 I told him, really, I could hardly sleep, because you
10 don't know what it does to my heart to have all of
11 these guys back around me. And Shawn made the comment,
12 oh, you slept. That's good. So we're going to work
13 hard moving forward.

14 But to create a bit of a setting, you know,
15 that was Striketober, right? There was a lot going on
16 with the labor movement. Workers, in general, were
17 very dissatisfied with their lot in life. And it was
18 really exciting to be a part of it.

19 And when that membership knocked that first
20 agreement down -- because it's street-fight bargaining
21 now, right? When they knocked that first agreement
22 down, there was a choice. We can take the same
23 agreement back, or say we tried our best, but we
24 collectively decided we were going to ride that serpent
25 and see where it took us.

1 When's the last time the UAW actually struck
2 and fought for more instead of protecting what we had?

3 (Applause)

4 VICE PRESIDENT BROWNING: Very inspiring.

5 And just to briefly go through this, 20
6 percent wage increase at 10 percent ratification. COLA
7 reinstated. COLA.

8 (Applause)

9 VICE PRESIDENT BROWNING: One week mandated
10 for shutdown, no healthcare premiums, increased
11 personal time, increased shift premiums, pension
12 increases, pensions for everybody, cash balance plan --

13 (Cheers and applause)

14 VICE PRESIDENT BROWNING: -- front-loaded
15 base seniority, holidays, plant closing moratorium.

16 (Cheers and applause)

17 VICE PRESIDENT BROWNING: I am just honored
18 to be on this stage with them, as I was honored to work
19 with them.

20 One thing I want to remind everybody, those
21 were long negotiations. We had a six-week strike.
22 Strikes seem very glorious when you watch a movie. You
23 know, they start, picket, fight, go on strike, a
24 commercial comes up, you'll get a beverage, come back,
25 strike's over. It's not like that. People are

1 extremely brave when they go on strike. There's a lot
2 of fear, fear of the unknown. They overcome all of
3 that.

4 When we were bargaining in October of 2021,
5 COVID was raging throughout the country. We had COVID
6 breakouts a couple times in the national negotiations.
7 We had national bargainers that caught COVID. My
8 entire administrative staff caught COVID.

9 And this is -- sorry.

10 (Applause)

11 VICE PRESIDENT BROWNING: Thank you.

12 We're missing a brother here today, one of
13 our national negotiators, a gentleman named Curtis
14 Templeman.

15 (Applause)

16 VICE PRESIDENT BROWNING: Curtis was our
17 spiritual leader. He would say the prayer every day.
18 And God knows we needed it. He would -- kept all of
19 our minutes. He was the epitome of what a strong UAW
20 leader is. Got through all of the negotiations, and in
21 the last week or so, he became ill.

22 Curtis was a veteran. I wished everybody a
23 Happy Veteran's Day. As you know, I'm a veteran. And
24 he was in the hospital by then, trying to beat COVID.
25 Like the good veteran that he was, he wished me a Happy

1 Veteran's Day.

2 The day after this agreement was ratified,
3 Curtis passed away. His last days spent were with his
4 UAW family, and he was trying to see his family. And
5 Curtis will never be forgotten by us.

6 (Standing ovation)

7 VICE PRESIDENT BROWNING: But when you hear
8 about sacrifices, they're made. They're made.

9 Before I bring up our Co-Chairs to introduce
10 this negotiating committee to you, I've asked them, and
11 I appreciate the honor of recognizing somebody --
12 actually, some people very special to us. We made sure
13 they signed the agreement when we reached it. We love
14 them. They've been part of the UAW family. We've
15 embraced them, and they've embraced us. And I know
16 Curtis would do this for me.

17 I am so honored to make this introduction to
18 introduce Curtis' wife, Denise Templeman. Denise,
19 please stand up.

20 (Standing ovation)

21 VICE PRESIDENT BROWNING: And if you could
22 stay standing, his beautiful daughters are here,
23 Elizabeth. Stand up. Hannah. Sarah.

24 (Standing ovation)

25 VICE PRESIDENT BROWNING: So at this time, I

1 would like to bring up the Co-Chairs of the UAW John
2 Deere bargaining team, Ben Pearson, Region 4, Local
3 865, and Co-Chair, Gus Mansker, Region 4, Local 281, to
4 introduce the bargainers to you.

5 (Applause)

6 GUS MANSKER: Good morning. I'm Gus Mansker.
7 I'm going to recognize part of the bargaining team.
8 And as I say your name, please stand up.

9 Jason Ewing, Local 74.

10 (Applause)

11 GUS MANSKER: Billy Weinhold, Local 74.

12 (Applause)

13 GUS MANSKER: Sam Spitzmiller, Local 79.

14 (Applause)

15 GUS MANSKER: Sherrard Robinson, Local 79.

16 (Applause)

17 GUS MANSKER: Chad Kaiser, Local 94.

18 (Applause)

19 GUS MANSKER: Brad Teutschmann, Local 94.

20 (Applause)

21 GUS MANSKER: Travis Manrahan, Local 281.

22 (Applause)

23 GUS MANSKER: Brian Moens, Local 434.

24 (Applause)

25 GUS MANSKER: And Clyde Septer, Local 434.

1 Al Britain is not here with us today. He
2 retired, and he was from Local 186, in Denver.

3 (Applause)

4 BENJAMIN PEARSON: Good morning, Brothers and
5 Sisters. Ben Pearson. I'm going to finish recognizing
6 the bargaining team.

7 Travis Drake out of Local 450.

8 (Applause)

9 BENJAMIN PEARSON: Our brother from Region 8,
10 Ty Hamilton can't be here today, from Local 472.

11 (Applause)

12 BENJAMIN PEARSON: Art Brunson from Local
13 838.

14 (Applause)

15 BENJAMIN PEARSON: Rod Frickson from Local
16 838.

17 (Applause)

18 BENJAMIN PEARSON: Tim Frickson, Local 838.

19 (Applause)

20 BENJAMIN PEARSON: Fred Weber, Local 838.

21 (Cheers and applause)

22 BENJAMIN PEARSON: Jon Goff, Local 865.

23 (Applause)

24 BENJAMIN PEARSON: David Thompson, Local 865.

25 (Applause)

1 BENJAMIN PEARSON: Our two brothers from
2 Local 236 -- or 2366 are not here today. That's Steve
3 Erbe and Kenny Vest.

4 (Applause)

5 BENJAMIN PEARSON: And also, Jeremy Lang,
6 Local 865.

7 (Applause)

8 BENJAMIN PEARSON: With that, I'll turn that
9 back over to Chuck.

10 VICE PRESIDENT BROWNING: Great job.

11 Let's have one more hand for our UAW
12 bargainers with John Deere.

13 (Applause)

14 VICE PRESIDENT BROWNING: Bargainers, you may
15 now be dismissed.

16 (Applause)

17 VICE PRESIDENT BROWNING: I will now let
18 these guys clear out. We about had them outnumbered.
19 That's a big negotiating committee.

20 I'd like to, next, bring out our national
21 bargainers from Case New Holland.

22 Can our bargaining team please take the
23 stage, Case New Holland?

24 (Applause)

25 VICE PRESIDENT BROWNING: So I talked about

1 John Deere. John Deere, we represent about 96 percent
2 of the workforce in the United States. We had great
3 density, a lot of power, the ability to shut down the
4 entire company with a strike. And quite frankly, CNH
5 and Caterpillar did not obviously like the agreement
6 that was reached at John Deere. And Case New Holland's
7 intent was to fight us with everything they had, to
8 ensure that they could keep our members down at CNH.

9 Now, Case New Holland, our national
10 agreement, was down to two plants, 1100 members. You
11 seen John Deere come in here, they took up both sides.

12 We have five men right here, on this
13 bargaining committee, that took on a global power that
14 consists of a hundred thousand workers. These
15 gentlemen represent two plants in the Midwest: Racine,
16 and in Burlington.

17 Our members at Case deserve everything our
18 members at Deere and CAT and everywhere else get.

19 (Applause)

20 VICE PRESIDENT BROWNING: And they're down to
21 two plants. And when I first met this group, they made
22 a decision, too. We're going to fight. We're going to
23 take Case on. The only thing can happen to us if we
24 don't do it, over time we'll get smaller. They talked
25 about the reality. Hell, maybe the company will just

1 shut the plants down. They weren't afraid, they didn't
2 care. They had a solid membership, too.

3 All the members at Case wanted, that we
4 represent, is to sit down and have a sincere
5 negotiation with a rich, powerful company, and get
6 what's fair for their members, too.

7 I don't care if there's 1100 here and 11,000
8 at Deere, the work's the same. They build farm
9 equipment, and they build it well.

10 (Applause)

11 VICE PRESIDENT BROWNING: And if Deere showed
12 that having great density in a membership willing to
13 fight can get you a lot of gains in pretty quick order,
14 this group right here, five individuals, showed the
15 entire UAW and the world, that we can sustain a strike.
16 This group did.

17 (Applause)

18 VICE PRESIDENT BROWNING: Case New Holland
19 held that strike, our members, this leadership, for
20 nine months. Nine months.

21 (Cheers and applause)

22 VICE PRESIDENT BROWNING: Give them a round
23 of applause.

24 (Cheers and applause)

25 VICE PRESIDENT BROWNING: When we started

1 that strike, we were hoping we could hold them out a
2 month. And it was this group, this leadership, some
3 leadership back in the locals that aren't sitting up
4 here, a few of them out here, that took on the second
5 most profitable manufacture of farm equipment in the
6 world. And when that strike started, we didn't have
7 anything hardly on that table.

8 The company had a strategy, we'll just break
9 the strike. We won't give them anything, we'll break
10 the strike.

11 I want to read to you what they accomplished.
12 And I'm going to tell you a little bit how they got it,
13 too. They had 25 percent and a third of our lowest
14 seniority get a 28 percent raise over four years. Four
15 years.

16 (Applause)

17 VICE PRESIDENT BROWNING: Nine and a half
18 percent of that coming immediately, and five and a half
19 percent of that coming three months later. Fifteen
20 percent front loaded.

21 (Cheers and applause)

22 VICE PRESIDENT BROWNING: They froze caps on
23 healthcare premiums. They got one week mandated for
24 shutdown, which everybody in manufacturing wants to
25 get. They increased personal time. They increased

1 shift premium. They increased sub pay. They have
2 vacation enhancements. They have added a holiday.
3 They also have a plant closing moratorium. Pretty
4 important with the situation we're in over there.

5 The company put nothing on the table because
6 they pretty much tried pushing us out on strike. They
7 would meet with us for a few days, we would get a
8 little bit, and then they would abandon bargaining and
9 they would try breaking our picket lines. They sent
10 letters to the home. They communicated directly with
11 the workforce.

12 Everything you see in an organizing campaign
13 from anti-union folks, that's what they did to us.
14 They tried fracturing that picket line.

15 We had a few people cross at the beginning of
16 the strike, and very few during the strike, and every
17 time these gentlemen held that line, every time, they
18 would have to come back and bargain some more with us.

19 (Applause)

20 VICE PRESIDENT BROWNING: They were
21 strategic.

22 Rich, chairman of the negotiating committee,
23 contacted politicians. These guys filed our B charges,
24 the BOPs. You're not going to believe this, but Rich
25 came up with the idea, hell, that Marty Walsh, the

1 labor secretary got involved with the railroad workers,
2 let's get him in here. And he did. He did.

3 (Applause)

4 VICE PRESIDENT BROWNING: These guys fought
5 and strategized and punched away where they would have
6 to go another month and get a little bit, go another
7 month, get a little bit. And, you know, it's shameful
8 for Case New Holland to put our members through what
9 they did, for them to get a decent agreement.

10 And I'll tell you what, this group's still
11 fighting. Still fighting. At the very end, they
12 finally, after nine months, got enough people working
13 in those plants, and they didn't make hardly anything
14 over the whole nine months. Got enough people in those
15 plants, where they could hire them as permanent --
16 permanent replacement workers.

17 And a lot of you in this room do not know
18 what happens when a company does that. When the strike
19 ends, once they hire permanent replacements, they do
20 not have to bring everybody back that's on strike. It
21 becomes a permissive subject of bargaining, and you get
22 a ticket. You get put on a list. And when they need
23 somebody, you can come back off strike.

24 And even in the face of that threat, they
25 pushed one more time and got another 3 percent for all

1 of those members. They didn't back down.

2 (Applause)

3 VICE PRESIDENT BROWNING: I used to tell them
4 on a regular basis, how much UAW was supporting them,
5 what they were doing for our entire union. Because
6 there is no employer, I don't care how rich or how
7 powerful, that is not concerned that the UAW can hold a
8 strike. We can sustain a strike. We will fight. We
9 don't care. We'll take you on.

10 (Applause)

11 VICE PRESIDENT BROWNING: Because of these
12 guys.

13 So it's really a great honor. That story had
14 to be told. A really great honor for me to bring up my
15 brother and my friend, Rich Glowacki. He told me he
16 was going to mispronounce my name if I got it wrong --
17 our Chair, to introduce the negotiators from case.

18 MR. GLOWACKI: Good morning, UAW.

19 My apologies, ever since I seen the movie
20 Police Academy, I have to do a podium check.

21 (Laughter)

22 MR. GLOWACKI: So I would be remiss if I did
23 not give out some thank yous first, before I make the
24 introductions.

25 First off, the UAW family, without your guys'

1 support with your donations, monetary and food, I don't
2 think we would have survived as long as we did.

3 Every time we had members show up at our
4 local to drop these items off, it inspired our picket
5 line to hold the line. I mean, like Chuck said, we
6 were two locals, 1100 members, taking on a
7 multibillion-dollar corporation.

8 I remember when we first discussed about
9 taking on the strike, and I told him in the war room,
10 that we would have to walk on water to hold that line
11 for four to six weeks.

12 And with your support and all of labor,
13 because we had many other locals that came and
14 supported us throughout the nine months we were out on
15 strike, our members took on a global corporation and
16 held out for 39 weeks until we got what we thought was
17 fair.

18 (Cheers and applause)

19 MR. GLOWACKI: Thank you.

20 Now, you know, strike is a serious matter and
21 it's not something that should be taken lightly. And
22 it is probably one of the most effective tools in our
23 toolbox, but density is also a big part of it.

24 (Applause)

25 MR. GLOWACKI: You know, it did help us to

1 strike, but if we would have had more density, I think
2 we could have gotten further than we did.

3 So to all our newly elected leaders here, I
4 ask you all, help us organize CNH. There's only three
5 locations at our union --

6 (Applause)

7 MR. GLOWACKI: One IM, two UAW, there's over
8 20 more that need to be organized.

9 I would also like to thank everyone that was
10 on our team, Vice President Browning, Brandon Keatts,
11 Tommy Weber, Bobby Garland, Josh Hogan, Scott DeVries.

12 Did I miss somebody? J.C. Zimmerman. You're
13 right. Frankie, Ted, and the glue that kept it all
14 together, Joyce Wisniewski, our secretary. She was
15 incredible.

16 (Applause)

17 MR. GLOWACKI: I would also like to thank
18 retired director of Region 4, Ron McInroy and Assistant
19 Director, Bradley Dutcher, as well as the newly elected
20 Brandon Campbell and Lucas DeSpain. All of them were
21 integral in us succeeding to the level we did.

22 (Applause)

23 MR. GLOWACKI: One other thing I would like
24 to mention. When you guys sat here today, and I
25 listened to the debate and discussions on all the

1 resolutions, many of you said something I truly believe
2 in. We get our strength from the rank in file, from
3 our members.

4 (Cheers and applause)

5 MR. GLOWACKI: No truer words have ever been
6 spoken. Your leadership is only as strong as your
7 membership, and your membership is only as strong as
8 your leadership. And they thrive off of one another.
9 And without that, I would have to say, we would not
10 have succeeded.

11 And I cannot tell you how proud I am of my
12 membership holding that line for 39 weeks, until we got
13 what we thought was fair. Without them, none of this
14 would have been possible.

15 (Applause)

16 MR. GLOWACKI: So without further ado, let me
17 introduce my brothers in arms, the ones that were in
18 the trenches with us for as long as we were, to try and
19 get the deal we got.

20 We start if off with President Yasin Mahdi,
21 Local 180.

22 (Cheers and applause)

23 MR. GLOWACKI: Stand up, Brother.

24 Skilled trades rep, Eddie "Evil" Nelson.

25 (Applause)

1 MR. GLOWACKI: Chairman Mike Edwards, Local
2 807.

3 (Applause)

4 MR. GLOWACKI: And President Nick Guernsey,
5 president, Local 807.

6 (Applause)

7 MR. GLOWACKI: I'd go to battle with you guys
8 any day.

9 Thank you, all. I appreciate all the
10 support. My members appreciate your guys' support. We
11 have to stick together. The rank in file is where it's
12 at. We've got to build up our union from the down --
13 from the floor up.

14 Thanks, again.

15 (Applause)

16 VICE PRESIDENT BROWNING: CNH bargainers,
17 you're dismissed.

18 One more hand.

19 (Applause)

20 VICE PRESIDENT BROWNING: Next, I would like
21 to bring up the UAW bargaining team from Caterpillar.

22 (Applause)

23 VICE PRESIDENT BROWNING: So Caterpillar was
24 our most recent contract that was negotiated. If
25 somebody would have told me when I got the assignment,

1 that we were going to strike John Deere and strike CNH,
2 and reach an agreement with Caterpillar without a
3 strike, I would have thought they were crazy.

4 For those of you that are newer to our union,
5 Caterpillar is the nastiest, rottenest company you'll
6 ever want to bargain with. We've had strikes months at
7 a time through our history. We've gone years without
8 reaching an agreement through our history. And they're
9 a powerful, rich, greedy company. That is Caterpillar.

10 They try and run the companies by
11 intimidation. And they can throw a punch. They back
12 it up. And it's been a long, long time since the
13 leaders of our local in the UAW, the International
14 Union, said enough's enough. Because you heard about
15 Case, and you heard about Deere. Well, they do the
16 same work, and their members recognize they do the same
17 work. And they want their fair share, too. And they
18 deserve it and more.

19 I'll tell you, it was very apparent, and this
20 is what happens in our union when we fight. They
21 watched what happened at Deere, and they watched what
22 happened at Case. And you can ask some of the guys up
23 here that's been around for a long time, their demeanor
24 at the table was different. They want to keep making
25 their money. They didn't want to strike. They

1 understood the threat was real.

2 And I've got to tell you, this bargaining
3 committee was incredible. Talked every day throughout
4 the day. We set strategy on how we were going to
5 extract language and benefits and money and fairness in
6 the workplace for our members, and they were extremely
7 disciplined. This was one of the most disciplined, if
8 not the most disciplined negotiating team on our side
9 I've ever worked with. They stuck to the plan, even
10 when it was hard to. They stuck to it. Same thing,
11 they learned how to cost. They understood all the data
12 that we were looking at, and they were fantastic.

13 And the company had a strategy here, too.
14 You know, and I want to thank the staff that was there,
15 especially the staff at the region, and J.C. Zimmerman
16 that come out of Caterpillar, Tommy Weber comes out of
17 Caterpillar, for the insight and the hard work and the
18 leadership they provided in that negotiations, too.

19 And Caterpillar's -- Caterpillar's strategy
20 was, we're going to give them all, all the stuff we
21 know they're hot to get in the workplace. We got the
22 one week shut down. We got the increase in sub. We
23 got the increase in vacation. We got the backstop
24 language on the healthcare, additional personal time.
25 These guys can call in, what is it, 30 -- 30 minutes,

1 and get time excused.

2 Well, we have a lot of young workers; new
3 workers and young workers. They like that. How these
4 guys eliminated the random testing for marijuana, I
5 didn't see them for a week after that. I don't know.

6 (Laughter)

7 VICE PRESIDENT BROWNING: I didn't ask any
8 questions. Sometimes, knowledge is a burden.

9 But the plan by the company was, we'll give
10 them all of this and then we'll come up short on the
11 economics. And we could see where it was going. About
12 three days before the end, we could tell they were
13 driving about 5 percent lower than we were trying to
14 get to. We kept going, going, going, and the last day
15 of negotiations, things broke down. The company said
16 there's no more. They recognized we were trying to get
17 more money. They said it's not there, we're not going
18 to do it. And, we talked it over. That's a brave,
19 brave decision if you're going to strike Caterpillar.

20 And we met, this committee. I can't -- I'm
21 not going to do that. They said blank them, we'll
22 strike them if they're not going to give us the
23 economics. And that was the message we communicated.
24 Steve, Randy, they're backing, said no deal. And then,
25 we started talking about the strike action and that we

1 were going at midnight.

2 We were so certain we were going to strike at
3 Caterpillar, I had my UAW Ford Assistant Director, Jody
4 Dunn, get with the Secretary-Treasurer's office, and
5 Margaret got us picket signs. Jody drove them to Gary,
6 Indiana, and we sent somebody from Peoria to get them
7 because we were going out that night.

8 You know how you hear about people saying, we
9 had one foot out the door? We had our rear ends and
10 everything but maybe our ear out the door.

11 And then, the real Caterpillar came out.
12 They said, Chuck, you know, we're going to pull work
13 out of the plant. And the guy, we always call him
14 Uncle Ed, we'll let him read it in the proceedings, the
15 guy we were bargaining with in the company.

16 He said, we will eventually shut the plants
17 down. He goes, do you think it will change the mind of
18 the fellows sitting in room. I go, I don't think so.
19 I'll deliver every message that you have, but I don't
20 think so. I said it's not your path to getting an
21 agreement, by trying to push us around or intimidate us
22 or threaten us.

23 And he said, we're going to put the agreement
24 out and send it to the homes of the families that work
25 for CAT. You think that'll make a difference? And it

1 didn't. We put up with nine months of that from Case.

2 And we went back, and not one person up here
3 flinched. And we didn't know -- we didn't know how
4 long we could hold pickets at Caterpillar, but they
5 stayed strong like a piece of iron. And they were
6 defiant with the proposition of being pushed by
7 Caterpillar in these negotiations. And it was
8 incredible.

9 At 10:30, as we were making all of our
10 logistics, Brandon was there with us, we get a call
11 from the company, they ask to meet and we go in, and
12 they put the money on the table. Caterpillar blanked.

13 (Applause)

14 VICE PRESIDENT BROWNING: Because these
15 bargainers held strong, the company blanked. And we
16 really were in amazement, because until you've been in
17 bargaining with Caterpillar, or you've worked at a
18 Caterpillar plant, you can't fathom how business is
19 done there. But they hung tough, and they took the
20 agreement back, and it was ratified without a strike by
21 70 percent because of the work they did. And you guys
22 deserve a lot for that.

23 (Applause)

24 VICE PRESIDENT BROWNING: And the moral to
25 this story is, you can hold your ground, and when these

1 companies see that you're going to fight, they
2 understand it and it puts you in a position, sometimes,
3 where you don't. Because they know you're going to do
4 it. They know you'll pull the trigger.

5 So all three of the committees at Ag Imp are
6 special to me. They've really been my family for the
7 last year and a half.

8 Brandon and I just moved from negotiations to
9 negotiations and, you know, kicking Ford around in
10 between, to keep them honest. But I couldn't be
11 prouder of our bargaining team at Caterpillar. They
12 deserved everything they were able to get out of the
13 company, and our membership's very lucky to have these
14 national negotiators.

15 They got almost five times the amount of
16 guaranteed money that they had in the last agreement.

17 (Applause)

18 VICE PRESIDENT BROWNING: They eliminated pay
19 tiers in that agreement. They got healthcare back.

20 (Applause)

21 VICE PRESIDENT BROWNING: I'm sorry,
22 healthcare backstop language to control costs. They
23 got 50 hours of personal time. They got one week shut
24 down mandate. They increased sub pay. They increased
25 their 401K for the first time in 20 years. They

1 actually negotiated language to where the company will
2 make it a positive \$10,000 into their 401(k) once they
3 hit 20 years.

4 And they also have plant closing moratorium
5 because none of this means anything if you're not
6 working and you're not able to get work.

7 So it's my great honor to bring up our
8 Co-Chairs from the Caterpillar Bargaining Team, Steve
9 Collins from Region 4, Local 751, and Randy Diehl,
10 Region 4, from Local 974, to introduce the members.

11 STEVE DIEHL: Good morning, Brothers and
12 Sisters. It's my great honor to be up here addressing
13 everybody today. I've got some thank yous I'd like to
14 go through.

15 The first thing I'd like to say, the word
16 that Chuck left out today was fuck Caterpillar. That's
17 where we were at with that.

18 (Cheers and applause)

19 MR. DIEHL: So I would like to do some thank
20 yous to my outgoing president, Ray Curry. God bless
21 you.

22 (Applause)

23 MR. DIEHL: I've done five -- five
24 negotiations with the steel workers, and the UAW kicks
25 the steel workers ass. I'm going to tell you that

1 right now. Chuck Browning's the best leader that I've
2 ever been a part of.

3 (Cheers and applause)

4 MR. DIEHL: And the brains of that outfit
5 would be Brandon Keatts, his assistant.

6 I would like to thank Ag Imp Director Tom
7 Weber, Assistant Director, Bobby Garland, "G", Region 4
8 Director, Brandon Campbell, International Reps, J.C.
9 Zimmerman, Scott DeVries, Josh Hogan, and Joe Morel.

10 (Applause)

11 MR. DIEHL: My co-chairman here is Steve
12 Collins. Steve's got a couple things to say, if you're
13 lucky. And the rest of my negotiating committee is:

14 Sam Hart.

15 (Applause)

16 MR. DIEHL: Bobby Koller.

17 (Applause)

18 MR. DIEHL: Matt Butler.

19 (Applause)

20 MR. DIEHL: I don't know why I'm looking down
21 at that paper like I forgot you guys' names.

22 Matt Diebel.

23 (Applause)

24 MR. DIEHL: John Bogucki.

25 (Applause)

1 MR. DIEHL: And Rob Drysdale.

2 (Applause)

3 MR. DIEHL: God bless the UAW.

4 MR. COLLINS: Well, Randy, you about took all
5 my information, but I've still got some left.

6 Chuck Browning, I notice anymore, they don't
7 do the bios, but I'll tell you what, I want to hear
8 yours before this is over because, man, you're -- man,
9 one old dog to another old dog, you know your shit.
10 You do.

11 (Cheers and applause)

12 MR. COLLINS: I've got an old Ford Mustang, I
13 think he put the gas cap on it when he was out at Flat
14 Rock. We talked about it.

15 You know, Brandon Keatts, I'll tell you what.
16 I talk to him every night in bargaining. We talk about
17 our family. Man, he's up and coming. A good-hearted
18 gentleman.

19 Brandon Campbell. I've seen Brandon around
20 for years, but one day I thought I was going to have to
21 get the committee to leave the room when Vice President
22 Browning and Director had a few words going on. It
23 wasn't descriptive play with those two in the room, you
24 know. You knew it was the real deal.

25 Thank you, very much, Brandon.

1 (Applause)

2 MR. COLLINS: And you go through all the
3 layers of the Ag Imp -- I know Ray is not here, but
4 Ray, when he was Secretary-Treasurer, when he was over
5 Ag Imp, I said we need a rep closer than Detroit, that
6 I can see more than twice a year. I've got a rep, he
7 could be there within the next day. Everything ran so
8 much smoother.

9 During this contract, he would call on --
10 J.C. Zimmerman. Is he here? He's always laid up hurt.

11 (Cheers)

12 MR. COLLINS: But anyway, that young man
13 would sit back there, and the Vice President would go
14 to the last layer of the young'n, and he would say,
15 hey, J.C., what's going on here in the Case? And
16 that's how well you can relate to someone like a Chuck
17 Browning or a Brandon Campbell. I just can't say
18 anything but that.

19 My career started when I was 16; 1974, Local
20 710 out of Chicago. I worked for UPS. And I'll tell
21 you what, that's back in the good old days. You know,
22 I come in, in the good old days, and I'm going out in
23 the good old -- good new days.

24 (Applause)

25 MR. COLLINS: Because I'll tell you what. We

1 haven't had a contract, no -- not one thing we gave up.

2 And we got back things from 1978.

3 (Cheers and applause)

4 MR. COLLINS: Yeah.

5 And with that -- with that, when I went back
6 home, and you know, everybody always wants more, but
7 like I told them, you can't get it all back in one
8 contract. God knows we tried.

9 And especially, we're from the Midwest, on
10 the top ten things of the demand list, which we
11 orchestrated by Chuck, a good idea, boots, more boot
12 money and weed. It was the top ten, two of the top ten
13 things. So you know what we were all about, boots and
14 weed. Boots and weed.

15 (Applause)

16 MR. COLLINS: Hey, I hope you guys are here
17 when you're in your, let's say, 60s, and are saying the
18 same thing. Man, it's nice. The last contract, you
19 know, you can go out with your head high. And it makes
20 you feel so good. And it's all thanks to our
21 international that stays so close, even when it's not
22 contract time.

23 So, thank you.

24 (Applause)

25 VICE PRESIDENT BROWNING: UAW Caterpillar

1 Bargaining Team.

2 Gentlemen, you're dismissed.

3 I would now like to bring up the UAW Ford
4 National Negotiating Team.

5 (Cheers and applause)

6 VICE PRESIDENT BROWNING: So in my Ford
7 report, obviously, this group has not made history yet,
8 but they will.

9 (Cheers and applause)

10 VICE PRESIDENT BROWNING: Just a couple brief
11 notes. We have 57,676 members. Actually, a little
12 over a thousand more than the report out that took
13 place last convention.

14 **A result of the last contract, we negotiated**
15 **600 apprentices to be indentured. We actually**
16 **indentured 782.**

17 (Cheers and applause)

18 VICE PRESIDENT BROWNING: We have zero
19 indefinite layoffs.

20 (Applause)

21 VICE PRESIDENT BROWNING: This is a great
22 group. This is -- this is my home. I'm out of Ford.

23 Been working with everybody here, and the
24 folks out here, and the members back in our plants for
25 a lot of years. I think Steve called me old, and he's

1 pretty accurate. I'm getting there.

2 When I came back to the department in July of
3 '21, we had issues. We had issues that were important
4 to all of our leadership and our UAW Ford locals, to
5 our members that we had to get resolved.

6 And we really had three priorities that we
7 wanted to get accomplished before negotiations. One
8 was getting all of our temporary workers converted to
9 full time. When we came in, we had 12.3 percent temps
10 made up our workforce. The contract calls for 8
11 percent, as everybody knows in the Big Three, and we
12 were coming out of a pandemic.

13 But as companies will do when they're given
14 the opportunity, they're abusing workers and keeping
15 them in temporary status. It was a priority of ours,
16 priority of this group, and priority of the other
17 leadership and other locals. I'm proud to announce
18 that March of 2023, we have 2 percent temps at UAW
19 Ford.

20 (Applause)

21 VICE PRESIDENT BROWNING: We've had 13,462
22 temps converted to full time since the inception of the
23 contract.

24 (Applause)

25 VICE PRESIDENT BROWNING: And 9,000 of those

1 have taken place since we made that a priority here a
2 year and a half ago.

3 We've also had 2,118 direct hires to full
4 time. They didn't go through temporary status.
5 Ninety-eight percent of those hired directly, have
6 happened since July of '21.

7 So at the very least, when we go into the
8 contract negotiations, we have a huge amount of work --
9 President Fain has talked about it, huge amount of work
10 to do. But we knew our members would be better off if
11 we got them in full-time going into bargaining rather
12 than temp status. So I'm proud of the work everybody
13 up here did.

14 The second fight we had was over product.
15 Ford Motor Company negotiated that we were going to get
16 \$800-million investment that was going to create a
17 little over 1100 jobs in our Ohio assembly plant.

18 Shortly, before I came over as vice
19 president, they made a decision to unilaterally not
20 honor that language. They communicated, we're not
21 bringing the work in. We're not making the investment.
22 That's just how it is. File a grievance.

23 So we had a different idea. We came over,
24 immediately did a call to almost everybody up here, and
25 all of our leadership at every Ford facility in the

1 United States. And we decided we'd take a different
2 approach to that. We decided that if they wanted to
3 continue to make F150s and F250s and F350s, make the
4 products where they make their money, at Dearborn Truck
5 and Kentucky Truck, and Kansas City Assembly --

6 (Cheers)

7 VICE PRESIDENT BROWNING: -- then, they're
8 going to award that product to Ohio Assembly.

9 And in the past, you would hear about
10 whipsawing, and you would hear about concessionary
11 bargaining to get the company to live up to their
12 commitments. And I've got to tell you, every UAW
13 chairperson and every UAW local president in the Ford
14 system said take us down. We're going to -- not
15 concessionary bargain. We are not going to give up
16 anything. This is something we've already bargained,
17 and we're sticking together and we're going to stick up
18 for each other.

19 (Applause)

20 VICE PRESIDENT BROWNING: And as a result,
21 Ford announced several months back, they're making a
22 \$1.1 billion investment in Ohio Assembly, and they're
23 going to create 1500 jobs. And it's because of them
24 and their leadership in the plants.

25 (Applause)

1 VICE PRESIDENT BROWNING: This group also
2 stuck together and resolved a seniority issue that came
3 out of contract negotiations, where we actually had
4 situations where lower seniority people were getting
5 pay raises quicker than the higher seniority people.
6 It was a loophole in the language. It was a very
7 contentious issue with our membership.

8 And again, by the local leadership sticking
9 together at Ford, we were able to get a \$50 million
10 grievance settlement backpay for all the
11 disenfranchised people that were coming in.

12 (Applause)

13 VICE PRESIDENT BROWNING: And those were
14 great things to accomplish, but what's most important
15 is how they got accomplished. They got accomplished by
16 everybody sticking up for one another. If there's no
17 weak link where somebody will undermine another local,
18 or one plan will do something a little weaker to
19 protect themselves, when that doesn't happen and
20 everybody says you mess with any of us, you're taking
21 us all on, that's huge. Huge.

22 (Applause)

23 VICE PRESIDENT BROWNING: And it puts this
24 group in the right frame of mind going into the
25 contract negotiations.

1 I was going to wait a little bit until the
2 end, but I'm going to do this now. Let me tell you
3 something. And, I am.

4 You guys are sitting up here. You guys
5 comfortable? Good.

6 Let me tell you something. I've been to a
7 lot of conventions. I've heard a lot of debate. The
8 debate this week was great. Our president, Shawn Fain,
9 wanted to have a convention where people could freely
10 debate on the floor, to give everybody an opportunity
11 to have a voice in our hall. When these UAW banners
12 are hanging, this is our house.

13 We've talked about agendas. There's one
14 agenda. No person owns the agenda. No caucus owns the
15 agenda. It's the membership's agenda. They own it.

16 (Cheers and applause)

17 VICE PRESIDENT BROWNING: Now, I've witnessed
18 the frustration on this floor and in our work sites.
19 Ever since we came out of the great global financial
20 crisis, the companies, and the employers we bargained
21 with had been heavy handed. Heavy handed.

22 All the things that were given up have not
23 returned. And that's the truth. Our members' needs
24 have not been addressed in the manner in which they
25 want them addressed. That's fact.

1 In order for us to fix something, we got to
2 acknowledge the truth. It's not because you're not
3 fighting your ass off, or other people aren't fighting
4 hard, but it's true.

5 We now have a window of great opportunity to
6 do great things over the next several years in our
7 collective bargaining agreements.

8 You just seen what the last three negotiating
9 committees were able to achieve. It is a good time to
10 bargain. Strikes are effective right now.

11 But when we look back in history about what
12 was done to achieve the things we've achieved in our
13 history, it's also important to peel the onion back a
14 little bit and understand why they were done, and why
15 they were effective.

16 Shawn said something -- and I call him Shawn
17 because he's -- he is a friend, but he's our
18 international president, too.

19 (Applause)

20 VICE PRESIDENT BROWNING: And Shawn said our
21 members are fed up. And, they are. I'm fed up and
22 you're fed up. We are. We're fed up.

23 (Applause)

24 VICE PRESIDENT BROWNING: It's not a hit on
25 anybody. We know it's true.

1 Over the last several months, I've talked to
2 probably 2500 members. I've talked to people who have
3 hired into Ford Motor companies and they work two jobs
4 because the pay they get when they hire in isn't
5 sufficient. That's the truth, and you all know it's
6 the truth. It's the truth at General Motors. It's the
7 truth at Chrysler. It's the truth in IPS. Certainly
8 the truth in higher ed. I can go sector to sector to
9 sector to sector.

10 We have work to do, and we have an
11 opportunity to do it. Really, our members seek four
12 things. I used to hate somebody calling us a greedy
13 auto worker because we're not. Number one, we're in
14 the Auto Workers Union, but we're not all auto workers.
15 We're very diverse.

16 (Applause)

17 VICE PRESIDENT BROWNING: But all our members
18 want is a decent standard of living, enough pay and
19 healthcare to where, maybe, you can buy a house or buy
20 a vehicle, help put your kids through school, or help
21 them achieve whatever their goals are. Maybe take a
22 vacation every now and then. And our members want the
23 opportunity, after working their whole lives, to one
24 day retire with dignity.

25 What the hell is greedy or wrong with that?

1 (Applause)

2 VICE PRESIDENT BROWNING: And in order to do
3 that, you need money to live on when you're retired,
4 and you need healthcare. I can tell you all about it.
5 I'll be 59 in May.

6 Our members want a safe workplace, and a
7 workplace where they get fair treatment regardless of
8 their gender or their race or their religion or their
9 beliefs or who they love. Everybody -- everybody --

10 (Applause)

11 VICE PRESIDENT BROWNING: -- in one of our
12 shops and workplaces deserves fairness.

13 And lastly, they want job security. My eyes
14 teared up when I watched that Belvidere video. It
15 reminded me of what we went through in 2009, 2010,
16 2011. These companies are making record profits that
17 are destroying communities and destroying families.
18 Because instead of 10 billion, they want to make 10.1
19 billion. It's wrong.

20 (Applause)

21 VICE PRESIDENT BROWNING: And I say all of
22 that to make this point, and I'm going to address the
23 damn elephant in the room because I am a sucky
24 politician, but I'm pretty good at telling the truth.

25 (Cheers and applause)

1 VICE PRESIDENT BROWNING: The process we just
2 went through is a tough, nasty process going through an
3 election. You all have been through it. It's been
4 that way since I ran for my first election in 1989, and
5 it's that way today. For those of you that might have
6 the color hair I have, we used to worry about a slam
7 flyer. Remember that, Bill?

8 There was no social media and you're like, I
9 better have a flyer ready in case somebody drops it
10 real quick and says bad stuff about me. And, they
11 would. But that was it. You spend an extra, back
12 then, 60 bucks, you had flyers, you dropped them, and
13 now you could defend yourself.

14 Now, we've got social media. Man, somebody
15 can be hacking away at you and you don't even know. I
16 don't. I'm oblivious to it, and I shouldn't be,
17 because the whole world communicates with it. But
18 elections are a nasty, hard process.

19 Really, I want to thank, not only the people
20 that won, for making the sacrifice to put yourself out
21 on front street, have stuff said about you. You know,
22 and damn it, some of it might be true, right? And I
23 also want to thank those that aren't up here today,
24 that gave it a shot because they believed in something.
25 And there's more than just a couple caucuses.

1 (Applause)

2 VICE PRESIDENT BROWNING: We had
3 independents, you know, people I've known for quite a
4 while in the labor movement, that took that risk and
5 put themselves out there. And again, I don't really
6 read it. My wife took every opportunity she could to
7 tell me anything unflattering that she seen regarding
8 me. But the process is over, and it's hard. It's
9 hard.

10 The man who is our UAW International
11 President got sworn in less than 24 hours before this
12 started. There are people out here who are extremely
13 passionate, extremely passionate on both sides. It's
14 no secret which caucus I'm from, who I supported. It's
15 not a secret. I was very vocal about it. It's no
16 secret where Shawn comes from. He's very vocal about
17 it.

18 And it's hard because Shawn had to come in,
19 and if you work hard and you're passionate about people
20 and passionate about an election, if you lose, it taste
21 like vinegar, and if you win, it tastes like fine wine.
22 I get it. I get it. But the reality is, the UAW is
23 way more important than Chuck Browning or Shawn Fain or
24 anybody sitting out here. It's way bigger than us.

25 You know, I talked about Curtis passing away.

1 We went on. We didn't want to go on. One of our
2 brothers died while we were bargaining. But been a
3 little concerned over the course of the week because we
4 have major, major negotiations coming up. Major
5 negotiations.

6 I've been reading some of the crap -- and I
7 actually did do a little bit of reading, it's good for,
8 me -- about things they're saying. That this a divided
9 house, or we're united, or when we debate on the floor,
10 there's winners and losers, or we're going to try
11 dominating each other, and we're just going to be a
12 damn mess going into negotiations. It's bullshit.

13 (Cheers and applause)

14 VICE PRESIDENT BROWNING: Everybody out here
15 wants COLA, wants pensions, wants raises.

16 (Applause)

17 VICE PRESIDENT BROWNING: And I've got to
18 tell you, I get it. I get it. It's been kind of
19 somber in here.

20 Ray Curry, one of my dear friends, Frank
21 Stuglin, I can go down the list, did a great job for
22 the UAW.

23 (Cheers and applause)

24 VICE PRESIDENT BROWNING: But you know what
25 they told me? They said, you got to get over the

1 bullshit and you guys got to stick together. And their
2 number one priority wasn't themselves, it was us
3 working together as an International Executive Board.

4 (Applause)

5 VICE PRESIDENT BROWNING: Ray Curry, Frank
6 Stuglin, all those guys. Because they're trade
7 unionists. They're UAW members.

8 Everybody up here comes from a different
9 background, all of us. I'm old as sin, been around
10 forever. I know a lot about the union, right? I been
11 here for many years. We have young, and we need you.
12 I look at Dan and Brandon, we have youth that are fresh
13 out of the work sites, fresh out of the battle. You
14 can go across this whole group, and we're a diverse
15 group. And companies in the rich and powerful,
16 forever, have been trying to divide us. It's in our
17 song we're going to sing later today. I don't sing it
18 well, but I'm going to sing it because the words are
19 important.

20 To our enemies who are not in this room, and
21 it's been said several times in this convention, to the
22 rich and powerful that want to attack labor, to the
23 employers that want to make profits at our expense, and
24 through the exploitation of workers, to those people, I
25 send a message today, and I know this hall does, that

1 they understand this International Executive Board
2 supports all of you, and we're going to work together
3 to achieve our goals, and that you support this
4 International Executive Board and support our
5 president, Shawn Fain.

6 Let the world hear we're united --

7 (Cheers and applause)

8 VICE PRESIDENT BROWNING: -- when it comes to
9 taking on our enemies and bargaining. So when they
10 write the article, they say we stand as one.

11 (Cheers and applause)

12 VICE PRESIDENT BROWNING: We are the UAW.

13 UAW. UAW.

14 (Chanting UAW)

15 VICE PRESIDENT BROWNING: So I expect when I
16 read the papers tomorrow, the message will be that we
17 ain't fighting inside, we're coming together, we're
18 sticking together, and we're taking on the boss.

19 (Cheers and applause)

20 VICE PRESIDENT BROWNING: Shit, I'm ready to
21 get going. You, Shawn?

22 (Cheers and applause)

23 VICE PRESIDENT BROWNING: I do need the
24 chaplain. I do. My only opportunity, I think, I'm
25 hoping Walter's up there, and he can represent me, and

1 he can say, you know, he tried doing good things.
2 That's why we've got Shawn as president. I'm not as
3 articulate. Well, you know, Shawn has his moments,
4 too. We'll get the chaplain with Shawn, too.

5 But I appreciate your enthusiasm, and I
6 appreciate your solidarity. And I appreciate the
7 support, and I know it's hard.

8 There will be another time for politics.
9 Hell, we may have 30 caucuses in '26. I don't know.
10 But that's in '26. You know what I want the politics
11 to be in 2026? I want the politics to be, instead of
12 pointing around and blaming somebody for not getting
13 anything achieved, that everybody's fighting over who
14 should get the credit for all the wonderful bargaining
15 we did over the next three years, right?

16 (Applause)

17 VICE PRESIDENT BROWNING: Together, right?

18 So, thank you for letting me get that off my
19 chest. You guys are awesome.

20 And I'll tell you, just like Rich stated the
21 other day, and Mike, we're in it together. I don't
22 care what sector you're in.

23 But for the auto negotiations, and IPS who
24 were affected by the auto negotiations, correct?

25 (Applause)

1 VICE PRESIDENT BROWNING: I want you to know
2 that UAW Ford stands with Stellantis, UAW Stellantis,
3 and UAW GM. We're in the fight with you. We're ready
4 to get back what we got to get back. We're tired of
5 eating dirt. They're making record profits, and we're
6 going to put it in our members' pockets.

7 (Cheers and applause)

8 VICE PRESIDENT BROWNING: We're coming, and
9 we're going to be tough, and smart, and strategic.
10 We're coming.

11 (Applause)

12 VICE PRESIDENT BROWNING: So I will do this
13 because I do want to recognize our chaplaincy, and then
14 I'll bring up our Co-Chairs to introduce the Ford team.

15 Jerry Carson, Bill Eaddy, do an awesome job
16 overseeing the chaplain department.

17 (Applause)

18 VICE PRESIDENT BROWNING: They pray for me
19 every day, and it's selfish that I ask them to, I know.
20 But they pray for all of us every day.

21 Could I have the chaplains -- there's a lot.
22 Chaplains in attendance today, please stand up.

23 (Applause)

24 VICE PRESIDENT BROWNING: You'll recognize
25 everybody that's involved in the chaplaincy because

1 they're activists. This isn't the first time you've
2 met them. If you go to a picket line and you see
3 people helping, that's the chaplains. If you see
4 somebody with a hardship that needs comforting, that's
5 the chaplains. If you need somebody to help organize,
6 that's the chaplains. They're not full-time jobs.
7 They work all day, just like everybody else does. And
8 during their breaks and during their line time, they
9 offer comfort and consolation and hope.

10 We had one of our members pass away at Deere
11 on the pickets. Region 4 deployed the chaplains that
12 were in the area, and they provided a lot of comfort
13 for our members.

14 These are crazy times. We went through a
15 pandemic. Went through Donald Trump. And it changed
16 things a little bit. People felt comfortable saying
17 rotten shit about people, and discriminating against
18 people, and disenfranchising people. It was wrong.
19 And our chaplaincy has fought all that.

20 So for those of you that have chaplains back
21 in your local, you let them know that I'm honored to be
22 the director over the chaplaincy, and I'm proud of
23 them, and that they're the very best in the world and
24 we love them. Please pass that on.

25 (Applause)

1 VICE PRESIDENT BROWNING: So it's now my
2 great honor to introduce my family, and we'll start
3 with the hourly team. I have the hourly and salary.
4 And we're one. Same thing, they try messing with our
5 salary unit, we'll shut them down. Right, guys? Yep.

6 (Applause)

7 VICE PRESIDENT BROWNING: I'd like to -- I've
8 got to see if I wrote anything special about you, Mike,
9 just in case.

10 Really -- oh, and one more. Before I bring
11 these guys up, we have a gentleman that's been a
12 Co-Chair of our National Negotiating Team for 20 years.
13 And I've never bargained a contract without him, but he
14 decided to retire this year. And for the UAW Ford
15 negotiators, and I want it in the proceedings, I'd
16 recognize the hard work that UAW President of Local
17 600, Bernie Rickie, did on our behalf.

18 (Cheers and applause)

19 VICE PRESIDENT BROWNING: He's going to be
20 with us in our heart. And he said I could call him.
21 Hopefully, he wasn't, you know, just trying to get me
22 away from him.

23 But it's my great honor to introduce our
24 Co-Chairs of the 2023 UAW Ford Bargaining Hourly
25 Negotiators, Tony Richards, UAW Region 1A, Local 600.

1 (Cheers and applause)

2 VICE PRESIDENT BROWNING: And my assassin,
3 Mike Beydoun, Region 1A, Local 900.

4 Is it mine now, Chuck? Can I have it for a
5 little while?

6 VICE PRESIDENT BROWNING: Glynes, is that
7 you?

8 MR. RICHARD: That's Glynes. You know that's
9 Glynes.

10 Welcome my UAW family. Everybody's okay
11 today? Good morning. Good morning.

12 It's been -- it's an honor and a pleasure for
13 me to stand here before you to be a part of this
14 National Ford Negotiating Team. You know, it's truly a
15 blessing for me to be here. You know, I was a part of
16 some of the other ones, and I wanted to make sure I was
17 a part of this one.

18 Like I said, Bernie has been here before.
19 Bernie was one of the ones who was here before us, and
20 I'm glad he was able to pass the torch over to me where
21 I'll be taking over for that.

22 They told me when I come up here, they say,
23 Tony, keep it short and sweet. Because you know Tony
24 Rich, he ain't got a mic he don't like. So there's not
25 a mic I don't like, and I can stand up here for days.

1 But I want to make sure I keep it short and sweet.

2 So it'll be a true honor for me to introduce
3 the team that will be negotiating for the Ford National
4 Negotiating Team this year, with Mark DePaoli from
5 Region 1A, Local 600.

6 (Cheers and applause)

7 MR. RICHARD: He's not here today. He's not
8 present today.

9 And John Jagers from Region 8, Local 862.

10 (Cheers and applause)

11 MR. RICHARD: Also, Brandon Reisinger from
12 Region 8, Local 862.

13 (Cheers and applause)

14 MR. RICHARD: Scott Elliot from Region 1A,
15 Local 900.

16 (Cheers and applause)

17 MR. RICHARD: Dwayne Walker, Region 1A, Local
18 900.

19 (Cheers and applause)

20 MR. RICHARD: Steve Gonzalez from Region 1A,
21 Local 3000.

22 (Cheers and applause)

23 MR. RICHARD: All right, Mike.

24 MR. BEYDOUN: Good morning, Brothers and
25 Sisters.

1 My name is Mike Beydoun, with Local 900,
2 skilled trades, Region 1A. And I would love to
3 recognize our Region 1A Director, our beloved Laura
4 Dickerson.

5 (Applause)

6 MR. BEYDOUN: We love you, Laura.

7 I'm not longwinded, so I'm going to continue
8 from Local 600, Region 1A, who is not present today,
9 Dwayne Glass.

10 (Applause)

11 MR. BEYDOUN: From Local 588, Region 4,
12 Darrin Andrews.

13 (Applause)

14 MR. BEYDOUN: From Local 1250, Region 2B,
15 Paul Donovan.

16 (Applause)

17 MR. BEYDOUN: From Local 228, Region 1, Al
18 Strussione.

19 (Applause)

20 MR. BEYDOUN: From Local 898, Region 1A,
21 Frank Murray.

22 (Applause)

23 MR. BEYDOUN: And from Local 723, Region 1A,
24 Ja-Vonna Atkins.

25 (Applause)

1 MR. BEYDOUN: This is your Ford Hourly
2 National Negotiating Team. Now, I'll give the mic back
3 to Chuck Browning.

4 (Cheers and applause)

5 VICE PRESIDENT BROWNING: Thank you.

6 Next. Jason, I am going to do my best. I'd
7 like to bring up the Co-Chairs of our Salaried
8 Negotiating Team, Co-Chair Jason Germonprez. My man.

9 All right. Close enough?

10 And Sister Angela Sears, to introduce our
11 negotiators with our salaried unit.

12 MR. GERMONPREZ: Good morning, UAW.

13 Lucky for you, I don't have the gift of gab
14 like Chuck or Tony, so I'm going to keep it short.

15 I'd like to introduce our salary negotiators.
16 First up, out of Region 2B, Local 863, Chrissy
17 Hernandez.

18 (Applause)

19 MR. GERMONPREZ: Out of Region 1A, Local
20 1970, Tim Kenny.

21 (Applause)

22 MR. GERMONPREZ: And out of Region 1A, local
23 1970, Unit 2, Carrie Stallings.

24 (Applause)

25 MS. SEARS: Good morning. My name is Angela

1 Sears, and I'm proud to represent UAW Local 600 under
2 --

3 (Applause)

4 MS. SEARS: -- and we're also proud to be a
5 part of Region 1A, under the leadership of our
6 wonderful director, Laura Dickerson.

7 So we are very proud to be a part of this
8 negotiating team this year, and we would like for you
9 to join us one more time in applauding our 2 -- 2023
10 UAW Ford National Negotiations Team.

11 (Applause)

12 VICE PRESIDENT BROWNING: All right. I've
13 never heard anybody say I had a gift of gab. I've
14 heard cursed many times.

15 So I want to thank everybody. It was a long
16 report. Have a lot of different sectors, obviously.
17 And I want to thank you for hearing my words from the
18 podium today, along with the report. You guys are the
19 greatest.

20 And before I make one last introduction, I've
21 got to know. Are we going to stick together? Are we
22 going to take on the boss?

23 (Cheers and applause)

24 VICE PRESIDENT BROWNING: Let 'em hear you.
25 Let 'em hear you.

1 Yes, we are.

2 With that being said, I excuse the UAW Ford
3 Negotiating Team. Thank you. Thank you, very much.

4 It was a great convention. Love all of you.
5 We've got a lot of hard work to do. Thank you.

6 So I'm now going to call on
7 Secretary-Treasurer Mock to preside.

8 Thank you, very much.

9 (Applause)

10 SECRETARY-TREASURER MOCK: Wow. Don't you
11 feel good? We're one, okay? Don't you feel good?

12 Yes.

13 (Applause)

14 SECRETARY-TREASURER MOCK: We are not a house
15 divided. We are United Auto Workers. Whoa! We are
16 not a house divided. We are the United Auto Workers,
17 all right?

18 (Cheers and applause)

19 SECRETARY-TREASURER MOCK: Okay. I would now
20 like to call up Sheri Bake -- oh, sorry. I would now
21 like to call up the Resolutions Committee. Come up on.

22 Okay. I now would like to call up Sheri
23 Baker to read the next resolution.

24 (Applause)

25 RESOLUTIONS COMMITTEE SHERI BAKER: Short

1 people adjustment.

2 Hi, my name is Sheri Baker. I am from Local
3 211 in Defiance, Ohio, under the leadership of Region
4 2B, Dave Green, director, and Rick Smith, assistant
5 director.

6 (Cheers and applause)

7 RESOLUTIONS COMMITTEE SHERI BAKER: I will be
8 reading the proposed resolution, Labor and Community,
9 found on page 49 of your resolution book.

10 Civic participation is the foundation of
11 democracy in America and our union.

12 As such, it is included in our UAW
13 Constitution Preamble: "The precepts of democracy
14 require that workers, through their union, participate
15 meaningfully in making decisions affecting their
16 welfare, and that of the communities in which they
17 live."

18 In a time when our democracy is under attack,
19 it is necessary to exemplify how the benefits of our
20 union's efforts extend beyond unionized workers in our
21 -- into our communities and our democracy overall.

22 The UAW's commitment to social service and
23 society's welfare spans over eighty-five years.

24 Such as when our union created a structure to
25 assist unemployed auto workers with qualifying for

1 benefits and social programs.

2 As a result, the UAW works to build
3 relationships and develop social agencies within the
4 communities where members live and work.

5 In turn, this helps improve the lives of all
6 people within the community by establishing social
7 service programs.

8 The history of the UAW has solidified our
9 recognition as a strong community presence.

10 Our efforts are guided by our core values:

11 1. All are created equal;

12 2. We fight for everyone, not just
13 ourselves;

14 3. We build, maintain, and protect high
15 standards in which contracts, and;

16 4. The bread box is connected to the ballot
17 box.

18 It is from these core values that one of our
19 objectives is formed: Civic participation.

20 Our duty as members of this union is outlined
21 in Article 2, Section 5 of our UAW Constitution:

22 To engage in legislative, political,
23 educational, civic, welfare, and other activities which
24 further, directly or indirectly, the joint interest of
25 the membership of this organization in the improvement

1 of general economic and social conditions in the United
2 States of America, Canada, the Commonwealth of Puerto
3 Rico, and generally in the nations of the world.

4 The objective of improving our communities'
5 economic and social conditions can be accomplished
6 through our standing committees.

7 Our committees serve as branches that extend
8 beyond our organization and our members' efforts act to
9 support and empower our communities.

10 Our founders recognize that our partnerships
11 and collaborations with legislators, community
12 partners, and community members are essential to
13 advancing a social movement that supports social and
14 economic justice beyond our work sites.

15 The relationships we form within the
16 communities where we live and work are essential to
17 gaining support and building solidarity around issues
18 shared by workers and all community members.

19 Our fight is not just for us as UAW members,
20 but for everyone.

21 We ensure that social, economic, physical,
22 and mental health needs are met by fighting to expand
23 opportunities, resources, and programs that address
24 these needs.

25 Fighting for social and economic justice at

1 the bargaining table, supporting politicians, and
2 legislations that supports working people, and
3 volunteering at every level of our society are
4 essential to who we are.

5 Our members need both opportunity and time to
6 fulfill their duty of civic participation.

7 Our contracts should provide our members with
8 opportunities to fully engage in democracy and time to
9 interact with and empower their communities.

10 To achieve this objective of our union, and
11 for the collective good of society, our upcoming
12 negotiations must include the following:

13 - Paid Election Leave:

14 To ensure members have the time needed to
15 fully participate in our democracy, both nationally and
16 locally. We will seek to negotiate a full paid day
17 off, a delayed start, or early dismissal time on
18 election days.

19 - Paid Volunteer Time Off, (VTO):

20 To allow members the opportunity to give back
21 to their communities through volunteering without a
22 loss in pay, we will negotiate paid VTO days so members
23 can participate in volunteer activities in their
24 community, including during the follow nationally
25 observed days and times of service:

- 1 * Martin Luther King Jr. Day.
- 2 * National Day of Service.
- 3 * National Volunteer Week, the 3rd week of
- 4 April.
- 5 * Earth Day, April 22nd.
- 6 * 9/11, National Day of Service and
- 7 Remembrance, September 11th.
- 8 * National Philanthropy Day, November 15.
- 9 * Other days specific to work site or local
- 10 union volunteer efforts.
- 11 - Paid School-Activities Leave:
- 12 To provide members time to participate in
- 13 their children's school field trips, class programs,
- 14 parent-teacher conferences, or to volunteer to work
- 15 with school children in their community. We will
- 16 negotiate paid hours of leave and each calendar year
- 17 to.
- 18 * Find, enroll, or reenroll a child in
- 19 school, preschool, or childcare facility.
- 20 * Attend school-related activities like field
- 21 trips and parent teacher conferences.
- 22 * Address an emergency with their children.
- 23 * Volunteer or participate in career days at
- 24 their children's school or other community volunteer
- 25 opportunities with school-aged children.

1 - Elected Political Leave:

2 To allow members to run for and serve in
3 elected public office. We will negotiate for a leave
4 of absence equal to the length of their term without
5 loss of seniority or accrued service credits.

6 - Appointed Political Leave:

7 To allow members who are appointed to an
8 administrative position in a Congressional or
9 Senatorial Office, an administrative position in a
10 state agency, as a labor representative in a community
11 agency, or non-civil service government position. We
12 will negotiate a leave of absence for the period of
13 their active service in such position.

14 - Government Service Agency Leave:

15 To provide members the opportunity to accept
16 service invitations from approved governmental agencies
17 like the Peace Corps and AmeriCorps. We will negotiate
18 a leave of absence without loss of seniority.

19 This leave should cover the member's training
20 and service period after training, with an accumulation
21 of seniority.

22 Thank you.

23 (Applause)

24 SECRETARY-TREASURER MOCK: We now open the
25 floor for discussion.

1 And without objection, I will proceed through
2 each region, starting with Region 9, and take one
3 speaker in favor and one against until debate is
4 closed.

5 Each speaker may not speak longer than five
6 minutes, okay? Five minutes.

7 All right. Region 9. The gentleman -- the
8 brother waving the -- yep, go to mic 7, please.

9 DELEGATE DANIEL MALONEY: Dan Maloney, Local
10 1097, here with my Chairman, Nick Capone, Region 9, new
11 director Dan Vicente. I'd like to call the question.

12 (Applause)

13 SECRETARY-TREASURER MOCK: Okay.

14 Delegates, the question has been called.

15 All right. And there is a second. All those
16 in favor, aye.

17 (Motion made and supported)

18 SECRETARY-TREASURER MOCK: All those opposed?

19 The ayes have it.

20 (Motion carried)

21 SECRETARY-TREASURER MOCK: Okay. I'll call
22 up Vice President Rich Boyer.

23 (Applause)

24 VICE PRESIDENT BOYER: Good morning,
25 everybody.

1 You know, to be quite honest with you, I
2 didn't expect to come up right now, so can you give me
3 a second, so I know who I'll have to call up?

4 President Fain had to go to the restroom. We
5 have to do that every once in a while. But give me one
6 second, okay? I'm ad libbing.

7 Okay. I'd like to now call up Jessica
8 Morgan.

9 But before she comes up, can I say this?
10 That was a hell of a conversation Chuck had, wasn't it?
11 He's a great leader, isn't he? You know, I hope we all
12 learn from him.

13 (Applause)

14 VICE PRESIDENT BOYER: Thanks.

15 RESOLUTIONS COMMITTEE JESSICA MORGAN: Good
16 morning, UAW family. My name is Jessica Morgan out of
17 Local 838, Waterloo, Iowa, under the great leadership
18 of Region Director, Brandon Campbell, and Assistant
19 Director, Lucas DeSpain, out of Region 4.

20 I will be reading the proposed resolution,
21 Duration of Collective Bargaining Agreement, found on
22 page 11 of the Proposed Resolution Book.

23 Our fundamental task is to negotiate
24 collective bargaining agreements within our respective
25 sectors.

1 A contract's duration is a key negotiating
2 topic, which is based on the long-term interest of our
3 membership.

4 When determining the length of a collective
5 bargaining agreement, there are many elements that
6 should be considered.

7 The terms and conditions of newly negotiated
8 agreements is a factor that needs to be considered.

9 Industry or sector standards may set
10 specified guidelines for contract durations, as well as
11 the terms and conditions of newly ratified agreements.

12 Additionally, the political atmosphere
13 locally or nationwide must be considered when a
14 bargaining committee is determining a contract's
15 duration.

16 This is particularly true for our UAW members
17 working in the public sector.

18 This atmosphere may be a counterpart to the
19 overall state of the economy.

20 That is why it is a necessity to diagnose the
21 projected future economic state of the employer, and
22 how it can affect our position for better or worse.

23 An employer's book of business, employer's
24 customers, and the products and/or services they have
25 ordered, can also dictate what duration would most be

1 advantageous to our members.

2 Bidding timelines, customer demands, purchase
3 part supplier conditions, quality achievements,
4 competing work sites, modern technologies, manpower,
5 volume changes, and many other business essentials may
6 be within the book of business.

7 Analysis of all data can contribute to the
8 bargaining committee's final decision on the length of
9 an agreement.

10 We should also look for opportunities to
11 improve our bargaining positions by lining up our
12 contract expiration dates with other UAW units at the
13 same employer to gain power for our members, and
14 establish company-wide or industry-wide standards.

15 It also allows us to control or withhold the
16 most important asset, which is our labor, while
17 building power for our members in bargaining.

18 Thank you.

19 (Applause)

20 VICE PRESIDENT BOYER: Okay. We'll now open
21 the floor for discussion.

22 Without objection, I will proceed through
23 each region. I'm going to start out with Region 9A.

24 Is there anybody in Region 9A that would like
25 to speak for the resolution?

1 Anybody want to speak against the resolution
2 in 9A?

3 Okay. Seeing no hands, I'm going to move to
4 Region 4.

5 Anybody wants to speak? Right there,
6 Brother. Can you go to mic 2, please?

7 DELEGATE MICHAEL SHAW: Good afternoon, Mike
8 Shaw, Local 74, I'd like to call the question.

9 (Applause)

10 VICE PRESIDENT BOYER: All right. The
11 question's been called for, do I have a second?

12 All in support?

13 All opposed?

14 Okay. The ayes have it.

15 (Motion made, supported, and carried)

16 VICE PRESIDENT BOYER: What's your point of
17 order, Brother? Go to mic 6, please.

18 DELEGATE BRIAN SCHNECK: Good morning,
19 brother, Brian Schneck, President Local 259, Region 9A.

20 I stand to speak on a resolution that we
21 would like to have pulled out, honoring picket lines.

22 Whereas, solidarity among workers --

23 (Cheers and applause)

24 DELEGATE BRIAN SCHNECK: -- is critical to
25 union cohesion;

1 Whereas, other major unions such as the
2 Teamsters, the Longshoreman, have contracts with
3 language respecting picket lines;

4 Whereas, Teamsters have honored UAW picket
5 lines --

6 VICE PRESIDENT BOYER: Excuse me, Brother.

7 DELEGATE BRIAN SCHNECK: Yes.

8 VICE PRESIDENT BOYER: Can you bring it up so
9 we can get it up on the board for everybody to read?

10 DELEGATE BRIAN SCHNECK: I will certainly do
11 that. Thank you, Brother

12 VICE PRESIDENT BOYER: Thank you.

13 (Cheers and applause)

14 VICE PRESIDENT BOYER: All right. So what
15 we're going to do is, we're going to have the
16 Resolutions Chair read it to you. Then we're going to
17 canvas the floor. We need 98 people in support to pull
18 this out.

19 All right. So after it's read, we'll come
20 back to you.

21 Todd.

22 RESOLUTIONS COMMITTEE TODD DUNN: All right.
23 Here we go.

24 Good morning.

25 Is Chuck behind me? I'm getting ready to

1 talk about him. I'm getting ready to re-enact --
2 reinstitute these fine retirees over here. We're going
3 to be manufacturing kryptonite busts of Chuck
4 Browning's head, where everybody can go in when they
5 negotiate their contracts.

6 Damn, there he is. Sorry.

7 All right. I'll be speaking on resolution to
8 honor picket lines.

9 All right. So they're working on that.
10 They've got to get that transposed over. So I can go
11 ahead and read, and then that's the best we can do
12 right now is what I'm being told, if that's all right
13 with the membership.

14 All right.

15 Whereas, solidarity among workers is critical
16 to union cohesion;

17 Whereas, other major unions such as the
18 International Brotherhood of Teamsters and the
19 International Longshore and Warehouse Unions have
20 contracts with language respecting picket lines;

21 Whereas, Teamsters have honored UAW picket
22 lines and refused to cross them to make deliveries;

23 Whereas, UAW members should return the favor
24 when the opportunity arises, but are bound by the terms
25 of the contract language that does not allow respect of

1 picket lines;

2 Whereas, Aramark workers who perform
3 industrial cleaning at GM plants went on strike at
4 12:01 a.m., September 15, 2019;

5 Whereas, GM workers' contracts were extended,
6 putting GM workers in the deplorable situation of being
7 told to cross the picket lines of Aramark workers who
8 were in their own local unions;

9 Therefore, be it resolved that the UAW will
10 bargain for language allowing members to respect picket
11 lines and not be required to handle parts from
12 facilities that are engaged in a strike or a lockout.

13 Be it further resolved that the UAW will
14 bargain for language allowing members to respect picket
15 lines and not be required to enter buildings to work
16 when other workers in those buildings are engaged in a
17 strike or lockout.

18 Mr. Chairman.

19 (Cheers and applause)

20 VICE PRESIDENT BOYER: All right. Thank you.

21 All right. So the motion on the floor is to
22 pull it out. So what I need is, everybody in favor of
23 pulling it out, please stand.

24 (Cheers and applause)

25 VICE PRESIDENT BOYER: Well, I think we have

1 the 98 we need.

2 Will you please sit down?

3 Everybody opposed, please stand.

4 I think we've got that.

5 (Cheers and applause)

6 VICE PRESIDENT BOYER: All right. Brother,
7 I'm going to go back to mic 6. You got the first
8 opportunity to speak on it.

9 DELEGATE BRIAN SCHNECK: Thank you, Brother.
10 And thank you for the support on pulling this out.
11 That's what solidarity is about, and we've got to show
12 these companies that we're going to kick their ass if
13 they're not going to be fair and reasonable at the
14 bargaining table.

15 (Applause)

16 DELEGATE BRIAN SCHNECK: So I could tell a
17 personal story about this. In 2021, my local union was
18 out on strike with a car dealership, and first day of
19 the strike, we had an UPS driver cross our line. And
20 we said, whoa, whoa, wait a second, what are we doing
21 here? We don't do that. So we called over to the
22 local union. Well, guess what? UPS never crossed that
23 line, and we never seen that driver no more.

24 So that's what it's about, us sticking
25 together.

1 (Applause)

2 DELEGATE BRIAN SCHNECK: Because when you're
3 on the street, you're at war. And you've got to
4 maximize and weaponize yourselves with everything
5 possible, to lever these companies, all right? And
6 that's what this is all about.

7 So, thank you to my sisters and brothers of
8 the UAW. God bless you. And let's fight and win.

9 (Cheers and applause)

10 VICE PRESIDENT BOYER: Oh, I got to say
11 something here.

12 From our legal -- our attorney, she said on
13 the sixth line down, and we're going to put it up on
14 the screen. We're working on that. There's a part
15 that's added in that says, therefore, be it resolved
16 that the UAW will bargain for language allowing members
17 to respectfully and lawfully picket lines, and not be
18 required to handle parts from the facilities.

19 That little part of that line is illegal. We
20 cannot put that in the language. So that's going to be
21 pulled out. It's just so we're transparent, okay?

22 All right. With that being said, go ahead,
23 Brother.

24 DELEGATE BRIAN SCHNECK: Is that a friendly
25 amendment from the Chair? If so, I accept.

1 VICE PRESIDENT BOYER: Yes. That's coming
2 from legal, Abigail.

3 DELEGATE BRIAN SCHNECK: Okay. Thank you.

4 VICE PRESIDENT BOYER: So now, I was at
5 Region 9A. I'm going to start back -- I'm going to go
6 over to Region 4.

7 Anybody in favor of pulling this resolution,
8 in favor of this resolution? Anybody?

9 Go ahead, Nolan.

10 DELEGATE NOLAN TABB: Nolan Tabb, proud UAW
11 member, Local 281, John Deere, Davenport, Iowa.

12 I stand here in favor of this because it's
13 huge. What we're doing here is, we're building working
14 class power. And that takes us to be able to clean
15 ourselves up while the other unions are cleaning
16 themselves up. And then, we have that cross-union
17 solidarity, when our brother spoke about Teamsters
18 honoring it with UPS.

19 When I was on strike at John Deere, there was
20 a steel truck that came across our picket line, and we
21 let him know how we felt about it. And he's on a loop,
22 so that second time around it, he comes around and he
23 stops for us. And he says, you know what? I'm bound
24 to this load. I've accepted this load, I am -- I am
25 bound to this load, but after this, I'm rejecting all

1 future steel companies from John Deere Davenport work.
2 That's the kind of solidarity we need to have in place,
3 so we all are on the same page.

4 Thank you.

5 (Applause)

6 VICE PRESIDENT BOYER: Thank you, Nolan.

7 Anybody in Region 4 against? Seeing no
8 hands, I'm going to come back to Region 2B.

9 Anybody in favor?

10 Let me grab this brother over here.

11 DELEGATE DONALD MOHN JR.: Morning.

12 VICE PRESIDENT BOYER: Good morning.

13 DELEGATE DONALD MOHN JR.: My name is Don
14 Mohn, UAW Local 1050, under the direction of newly
15 elected Brother Green.

16 Just wanted to say, at our facility, about
17 five years ago, our skilled trades committee wanted to
18 have an informational picket because we talked -- heard
19 about it at the conference, about how many people the
20 companies weren't hiring or putting on apprenticeships,
21 so they were contracting out work. So we wanted to do
22 an informational picket because we had one or their
23 CEOs visiting our location.

24 So we did an informational picket at each --
25 at each one of the gates, you know, just holding signs

1 up saying, hey, please honor our contract, hire skilled
2 trades, put on an apprenticeship. And we did that for
3 a few hours during the day, middle of the day.

4 At the beginning of the shift, we had our --
5 these contractors at our union that wanted to come to
6 our -- wanted to come into the plant, and they refused
7 to cross our picket line. They were IBEW, there were
8 millwrights that were different companies, that our
9 company hires.

10 (Applause)

11 DELEGATE DONALD MOHN JR.: They refused. And
12 we said, look, we're not on strike, we're just doing an
13 informational picket. They said, we don't care, we're
14 going back to our hall, we refuse to cross your picket
15 line. Which it technically wasn't, but it was an
16 informational.

17 (Applause)

18 DELEGATE DONALD MOHN JR.: It was
19 unbelievable. So I definitely see the difference in
20 how much that can make a difference. And it certainly
21 did, because it brought the CEO down a back way on a
22 road where it was like, he couldn't see the picket
23 line, so. And it stopped all work that they had going
24 on that particular day. So I'm in favor of that.

25 VICE PRESIDENT BOYER: Thank you, Brother.

1 Thank you.

2 (Applause)

3 VICE PRESIDENT BOYER: Anybody in 2B against?

4 Brother right there, go to mic 3, please.

5 DELEGATE MICHAEL AURILIO: Mike Aurilio, UAW

6 Local 1112.

7 Right now, we're in the process of organizing
8 the first battery plant that got a union recognition.

9 With that being said, we found things out as
10 far as having our fellow brother unions helping us, is
11 that the building trades, we had long conversations
12 with them. And I want our brothers and sisters to pay
13 attention. They were under a national pattern
14 collective agreement, which states that if the battery
15 plant went out on strike for recognition, they were not
16 allowed to honor it or do anything to stop them from
17 going to work, because of that national pattern
18 bargaining.

19 **A lot of companies are going for this, so be**
20 **very careful of how we put this in.**

21 VICE PRESIDENT BOYER: Thank you, Brother.

22 I'm going to go back to Region 9. Right
23 there. Young man, go to mic 6, please.

24 DELEGATE JOHN ORSINI: My name is John
25 Orsini, Interim Financial Secretary-Treasurer, UAW

1 Local 774, out of Region 9, under the unwavering
2 guidance of President Wence Valentin, III, and the
3 refreshed leadership of Daniel Vicente, Region 9
4 Director.

5 I --

6 VICE PRESIDENT BOYER: Good morning, Brother.

7 DELEGATE JOHN ORSINI: I stand in support of
8 my brother right here, for this -- for this resolution.

9 Back in 2019, when General Motors went on
10 strike, us out there in Tonawanda, New York, the
11 support that we got throughout the community was
12 incredible. The Teamsters were out there with us. The
13 United Steelworkers were out there with us. The
14 Teachers Unions. Verizon with the CWA, the nurses with
15 CWA, building trades, fire fighters, the entire
16 community.

17 This is a resolution that's going to resonate
18 through all of us. I stand in support.

19 Thank you, very much, brothers and sisters.

20 Let's do this.

21 (Cheers and applause)

22 VICE PRESIDENT BOYER: Okay. Anybody in
23 Region 9 against?

24 Seeing no hands, I'm going to move over here
25 to Region 1. Anybody in Region 1 for?

1 You know what? I'm going to go to the back
2 of the room this time. You back there, young man.

3 It's on, Dave.

4 DELEGATE DAVID SANDIVOL: David Sandivol,
5 Local 400, under the advanced leadership of our
6 director from Region 1, LaShawn English.

7 (Applause)

8 DELEGATE DAVID SANDIVOL: And I stand in
9 favor of this resolution, and I hope that the rest of
10 my brothers and sisters here will join me and see the
11 importance of this resolution.

12 Thank you.

13 VICE PRESIDENT BOYER: Thank you, Dave.
14 Thank you, Brother.

15 (Applause)

16 VICE PRESIDENT BOYER: Anybody in Region 1
17 against?

18 Seeing no hands, I'm going to move back to
19 Region 8.

20 Anybody in Region 8 want to speak for it? I
21 see no hands.

22 Anybody in Region 8 against it? Right there,
23 Brother, mic 7.

24 DELEGATE CASEY FARNSLEY: Casey Farnsley,
25 Local 862, Region 8.

1 I'm not necessarily against it, I'm just not
2 sure what we're asking for. Are we asking for bargain
3 protections for refusing work while other union members
4 are out on strike? Is this not something better put in
5 our Constitution as opposed to a bargaining target?
6 Just not sure exactly what we're asking for.

7 VICE PRESIDENT BOYER: Well, I believe what
8 the brother's asking for -- and he can please get up
9 and speak to it again.

10 Brother, you're on.

11 DELEGATE BRIAN SCHNECK: What we're talking
12 about here is just solidarity. What we're talking
13 about here is, if there's workers out on strike, we're
14 going to honor those workers by not crossing that line.
15 And if we're out on strike, we would expect others in
16 the labor movement to not to cross our line.

17 (Applause)

18 DELEGATE BRIAN SCHNECK: It's very simple.
19 Very simple.

20 So as far as -- again, I'm not an attorney,
21 but this is something that has to be collectively
22 bargained, because it would be a term and condition of
23 your work.

24 (Applause)

25 VICE PRESIDENT BOYER: Thank you.

1 Did you get clarification, Brother? Are you
2 good?

3 All right. Let's move over to Region 1D.

4 Anybody in favor? Seeing no hands, anybody
5 against in 1D? Seeing no hands, I'm going to close out
6 the hall with Region 1A.

7 Anybody in favor? I see you with the
8 Constitution right there, Brother, stand up. Go to mic
9 8, please.

10 I'll come back around. I'll come back
11 around.

12 Hello, Brothers. One of you.

13 VICE PRESIDENT BOYER: All right.

14 DELEGATE GARY WALKOWICZ: We had to negotiate
15 that.

16 Gary Walkowicz, Dearborn Truck Plant, and I
17 strongly support this resolution. I was on the picket
18 line in 2019, that we referenced in that resolution,
19 September 15, 2019, where the Aramark workers went on
20 strike 24 hours before the GM workers did. And I stood
21 with those Aramark workers who had to watch GM workers
22 cross the picket line that morning. And that can never
23 happen again. So I strongly support this resolution.

24 (Applause)

25 DELEGATE GARY WALKOWICZ: Our brother, Chuck

1 Browning, gave a very strong message of unity this
2 morning, for what it means for this union to come
3 together. I think we have to have the same unity
4 across the whole working class. And that requires us
5 to honor each other's strikes, honor each other's
6 picket lines.

7 So I support this resolution. Thank you.

8 (Applause)

9 VICE PRESIDENT BOYER: Thank you, Brother.

10 Is there anybody in 1A that wants to speak
11 against it?

12 I see you. Mic 8, please.

13 DELEGATE RACHEL DICKENSON: Good morning,
14 Brothers and Sisters. My name is Rachel Dickenson, UAW
15 Local 6000, Region 1A, under the leadership of Laura
16 Dickerson, and Assistant Director Dave Pagac.

17 It's not that I'm speaking against this. I
18 do rise in the support of this resolution, but I think
19 a few things need to be discussed here.

20 UAW bargaining goes beyond the Big Three. We
21 are public sector employees with thousands of employees
22 over the State of Michigan, and we're over -- well over
23 1100 work sites.

24 You have to weigh in many factors, especially
25 the political environment when determining contract

1 negotiations. But under our state constitution, we do
2 not have the ability to strike.

3 And, although Michigan was the first state in
4 60 years to repeal the right to work legislation, State
5 of Michigan employees fall under the Supreme Court
6 Janice decision, so we are still where we are when
7 right to work was crammed down our throat in 2012.

8 What we really need is true collective
9 bargaining, which I hope our new leadership would be
10 open to having a conversation about how we can get that
11 done.

12 Thank you.

13 VICE PRESIDENT BOYER: Thank you, Sister.

14 (Applause)

15 VICE PRESIDENT BOYER: Retirees Chapter,
16 would anyone like to speak for?

17 Mic one, please.

18 DELEGATE WAYNE HUNGERFORD: Good morning,
19 everyone.

20 My name is Wayne Hungerford, I'm a retiree
21 out of Local 1304, out of Region 4, under the direction
22 of Brandon Campbell and Assistant Director Lucas
23 DeSpain.

24 (Cheers and applause)

25 DELEGATE WAYNE HUNGERFORD: Back in my

1 working days, I helped organize the water supplier park
2 at Belvidere Chrysler. One of the many tools we used
3 for the suppliers, one supplier, we had to strike for
4 union recognition. That was instrumental in shutting
5 down the feed between the supplier park and the auto
6 assembly plant. The second one we struck for was for
7 our first contract, same thing, same supplier part,
8 different employer.

9 The important factor in both those were, we
10 were able to choke off the flow of material from the
11 supplier park to the main plant, to put Chrysler on
12 notice to tell those suppliers, to first recognize us
13 on one location, and give us a contract on the second.

14 Now, I vote in favor of this resolution.

15 (Applause)

16 VICE PRESIDENT BOYER: Thank you, Brother.

17 Is there anybody in the retirees that would
18 like to speak against it?

19 UNIDENTIFIED DELEGATE: Call the question.

20 VICE PRESIDENT BOYER: Question's been called
21 for.

22 Do you have support?

23 (Motion made and supported)

24 VICE PRESIDENT BOYER: Okay. Now, before we
25 vote on this, I want to remind you -- okay. I need a

1 motion to end debate.

2 Motion to end debate.

3 Do I have a second?

4 (Motion made and seconded)

5 VICE PRESIDENT BOYER: All in favor?

6 All opposed, signify by saying nay.

7 (Motion carried)

8 VICE PRESIDENT BOYER: Okay. Now, I want to
9 remind everybody, before we take this resolution
10 forward, that one sentence is going to be taken out, so
11 I'll read it again.

12 Therefore, be it resolved that the UAW will
13 bargain for language allowing members to respect picket
14 lines.

15 Now, here's the part that will be removed:

16 And not be required to handle parts from
17 facilities that are engaged in a strike or a lockout.

18 That has to come out, all right?

19 Well, Abigail.

20 We'll let the legal department tell you.

21 LEGAL COUNSEL ABIGAIL CARTER: Good

22 afternoon. Abigail Carter, General Counsel.

23 8(e) of the National Labor Relations Act
24 makes it unlawful for a union and employer to enter
25 into an agreement in which the employer agrees to seize

1 doing business with another employer.

2 So you can make this proposal, and you can
3 say we would like to do it, but it would be illegal for
4 a company to agree to it. And it would be arguably
5 improper for you to propose it, hence the suggestion of
6 the amendment.

7 VICE PRESIDENT BOYER: Mic 7.

8 DELEGATE RANDALL WHALEN: Yeah, Randy Whalen,
9 UAW Local 3047, Region 8.

10 You have to amend this before you can present
11 it. You're out of order. It needs to be presented as
12 an amendment.

13 Does it not?

14 VICE PRESIDENT BOYER: But hold on, Brother.
15 We can do that because there was no objection when we
16 asked the delegates, so --

17 DELEGATE RANDALL WHALEN: My question is --

18 VICE PRESIDENT BOYER: Sure.

19 DELEGATE RANDALL WHALEN: -- if it was
20 illegal, it should not have been proposed in the first
21 place.

22 Am I not correct on that?

23 VICE PRESIDENT BOYER: Oh, I did bring that
24 point up.

25 DELEGATE RANDALL WHALEN: Okay. If it is,

1 then isn't it up to us to bring up the amendment on the
2 floor?

3 VICE PRESIDENT BOYER: We did, Brother.

4 DELEGATE RANDALL WHALEN: No, that's not what
5 I'm asking. It's --

6 VICE PRESIDENT BOYER: Okay. Let's stop.

7 DELEGATE RANDALL WHALEN: Are we -- are we
8 voting on this? Are we voting on the amended version
9 of this? Because my understanding is that you have to
10 amend it to take the line out first before you can do
11 that.

12 VICE PRESIDENT BOYER: Okay. So two things.
13 One thing is, the fella that gave us the
14 amendment, --

15 DELEGATE RANDALL WHALEN: Okay.

16 VICE PRESIDENT BOYER: -- we asked him if he
17 was willing to take that out. He agreed to. But my
18 parliamentarian says we'll vote on the amend.

19 DELEGATE RANDALL WHALEN: Okay.

20 VICE PRESIDENT BOYER: Is that fine?

21 DELEGATE RANDALL WHALEN: Fine.

22 VICE PRESIDENT BOYER: Okay. So the question
23 on this floor is, are we going to vote on this member
24 -- amendment? All in favor of voting on this
25 amendment --

1 But you're going to strike that, right? We
2 all agreed to that.

3 Hold on.

4 Okay. So what we're doing is, we're voting
5 on removing that sentence out of the amendment, okay?
6 Is everybody good?

7 Listen, I -- I got it. I understand that we
8 accepted the friendly. But to this convention, I want
9 everybody to have their opinion and free speak. So
10 because the brother asked us to vote on that, I'm going
11 to ask you to vote on that. That way, there's no
12 discretions. There's no disagreements on how we went
13 forward, all right?

14 Is that okay with everybody here?

15 (Applause)

16 VICE PRESIDENT BOYER: The brother asked to
17 do it. We said we were going to debate things and we
18 were going to talk about things, so we're going to ask
19 that question to the delegation. So I will ask for
20 support to remove that sentence out of his amendment.

21 Do I have support for that.

22 (Motion made and supported)

23 VICE PRESIDENT BOYER: Is there anybody that
24 says no? Signify by saying no.

25 Okay. We took the sentence out.

1 (Motion carried)

2 VICE PRESIDENT BOYER: Okay. Now -- what you
3 need? So you're done. Okay.

4 We ended the debate. I'm sorry.

5 So now, we're back to voting on the motion,
6 or the amendment.

7 All in favor of the amendment, signify by
8 saying aye.

9 All opposed, signify by saying nay.

10 I think the ayes have it.

11 All right. Thank you.

12 (Motion carried)

13 (Applause)

14 VICE PRESIDENT BOYER: All right. Thank you.

15 Okay. I'm sorry. I need a motion to end
16 debate.

17 Is there support on ending debate?

18 (Motion made)

19 VICE PRESIDENT BOYER: Do I have a second?

20 (Motion supported)

21 VICE PRESIDENT BOYER: All in favor?

22 All opposed, signify by saying nay.

23 (Motion carried)

24 VICE PRESIDENT BOYER: Okay. Now I want to
25 remind everybody, before we take this resolution

1 forward, that one sentence is going to be taken out.

2 So I will read it to you again.

3 Therefore, be it resolved that the UAW will
4 bargain for language allowing members to respect picket
5 lines.

6 Now here is the part that will be removed.

7 And not be required to handle parts from
8 facilities that are engaged in a strike or a lockout.

9 That has to come out. All right.

10 (Indecipherable comment from the floor)

11 VICE PRESIDENT BOYER: Well, Abigail?

12 We will let the Legal Department tell you.

13 All right. Thank you.

14 GENERAL COUNSEL CARTER: Good afternoon.

15 Abigail Carter, General Counsel. 8(e) of the Labor
16 Relations Act makes it unlawful for a union and
17 employer to enter into an agreement in which the
18 employer agrees to cease doing business with another
19 employer.

20 So you can make this proposal and say we
21 would like to do it, but it would be illegal for a
22 company to agree to it. And it would be arguably
23 improper for you to propose it. Hence the suggestion
24 of the amendment.

25 VICE PRESIDENT BOYER: Mic 7.

1 DELEGATE RANDALL WHELAN: Yeah, Randy Whelan,
2 UAW Local 3047, Region 8.

3 You have to amend this before you can present
4 it. You are out of order.

5 It needs to be presented as an amendment,
6 does it not?

7 VICE PRESIDENT BOYER: Hold on, Brother. We
8 can do that because there was no objection when we
9 asked the delegates.

10 DELEGATE RANDALL WHELAN: My question is if
11 it was illegal, it shouldn't have been proposed in the
12 first place. Am I not correct on that?

13 VICE PRESIDENT BOYER: Oh, no, I did bring
14 the point up on that.

15 DELEGATE RANDALL WHELAN: Okay. If it is,
16 then isn't it up to us to bring up the amendment on the
17 floor?

18 VICE PRESIDENT BOYER: We did, Brother.

19 DELEGATE RANDALL WHELAN: That's not what I'm
20 asking.

21 Are we voting on this, or are we voting on
22 the amended version of this?

23 Because it's my understanding that you have
24 to amend it to take the line out first before you can
25 do that.

1 VICE PRESIDENT BOYER: So two things.

2 So the fellow that gave us the amendment, you
3 can do that because there was no objection when we
4 asked the delegates.

5 So the next order of business is to call up
6 our President Shawn Fain. My President, Shawn Fain.

7 DELEGATE RICHARD WAGNER: Point of order.

8 VICE PRESIDENT BOYER: What's your point,
9 Brother? Where are you at?

10 Over here.

11 DELEGATE RICHARD WAGNER: Good afternoon. My
12 name is Rich Wagner, UAW Local 952, out of Region 8,
13 under the direction of Tim Smith and Gary Palmer,
14 Junior.

15 I would like to address the labor and
16 community issue that we had previously on page 50.

17 I think that it's all good and well that we
18 support Earth Day.

19 But I think that we left out a very important
20 day to be paid for on a holiday, and that was Veteran's
21 Day. Thank you.

22 (Applause)

23 VICE PRESIDENT BOYER: Okay. We have already
24 had discussion and debate on this. And it was already
25 passed, Brother.

1 So we are going to go forward. Where is your
2 other point of order, over here somewhere?

3 Scott.

4 DELEGATE SCOTT HOULDIESON: Scott Houldieson,
5 UAW Local 551, Chicago, Region 4.

6 I believe we just voted on the amendment to
7 that resolution. And not on the resolution.

8 So we need to vote on the resolution itself,
9 as amended. If I am correct. Maybe I am incorrect.
10 But tell me if I am.

11 VICE PRESIDENT BOYER: Shawn, I think you are
12 wrong, Scott, I think we did. We did vote on it,
13 Brother. It passed.

14 DELEGATE SCOTT HOULDIESON: We voted on the
15 amended resolution already?

16 VICE PRESIDENT BOYER: Yes.

17 DELEGATE SCOTT HOULDIESON: Okay. Thank you.

18 VICE PRESIDENT BOYER: Okay. Now I am going
19 to call up, hold on, I am going to call up
20 Secretary-Treasurer Margaret Mock. Come on, Margaret.

21 DELEGATE RONALD KEGLEY: Point of
22 information.

23 VICE PRESIDENT BOYER: What's your
24 information, Brother?

25 DELEGATE RONALD KEGLEY: Ron Kegley, Local

1 12. Under Green.

2 I would like to get a copy for everybody of
3 that amendment, if possible.

4 VICE PRESIDENT BOYER: Okay. Very easy.
5 Margaret.

6 SECRETARY-TREASURER MOCK: All right. So I
7 would like to at this point, it is an honor and
8 definitely a privilege to call up President Shawn Fain.

9 PRESIDENT SHAWN FAIN: All right. Where the
10 hell are we?

11 Okay. So good morning, or is it afternoon
12 now? Let's see. It's afternoon now. My bad.

13 I am going to introduce the National
14 Bargaining Teams for General Dynamics, starting with
15 them first.

16 So I will call up Tim Bowen, Local 2075.

17 Nick Brown, Local 1248.

18 Steve Conley, Local 2075.

19 John Farrence, Local 1193.

20 Gregg Gibbons, Local 412.

21 Doug Goble, Local 2147.

22 Steve Porter, Local 412.

23 And Ben Schenk, Local 2075.

24 (Cheers and applause)

25 PRESIDENT FAIN: Let's give the General

1 Dynamics team a hand.

2 (Applause)

3 PRESIDENT FAIN: And next I will introduce
4 the National Mack Bargaining Unit.

5 First off, Todd Blake, Local 171.

6 Mark Bair, Local 1247.

7 Ron Dietz, Local 171.

8 David Bergman, Local 677.

9 Brad Houtz, Local 1247.

10 Russell Jones, Local 677.

11 Michael Kalusky Local 677.

12 Allen Keiffer, Local 677.

13 Bobbie Keller, Local 171.

14 Ronald Sheffield, Local 2301.

15 Brian Sprankle, Local 171.

16 James Schwann, Local 2301.

17 Tim Teach, Local 171.

18 Mark Treza, Local 677.

19 And Cassandra Williams, Local 2420.

20 (Applause)

21 PRESIDENT FAIN: So I want to take just a
22 second before I get started with my report and just say
23 that I was able to meet this morning with both
24 committees.

25 And as I have told all of you on day one, you

1 know, to ask you to bear with me. As I told them, I
2 had not been able to talk with them yet, so we had a
3 pretty good conversation this morning about who they
4 are and, you know, where I am coming from. And the
5 leadership. So I really look forward to moving forward
6 with these guys and gals.

7 And I do want to also call out John Eblin,
8 who is AA over General Dynamics and Heavy Truck. So
9 John does a hell of a job. And I know we have got a
10 lot of work ahead of us. And he has been spearheading
11 this for a long time.

12 So I look forward to, once we get through
13 this convention, getting back to work where we can all
14 sit down and get to it.

15 So I will get to my report now.

16 First off, I am going to talk about General
17 Dynamics Department. The UAW represents workers at
18 General Dynamics Land Systems Division, which
19 manufacture military tanks, armored vehicles under two
20 Master Agreements.

21 The Production and Maintenance Agreement
22 covers members in Local 2075, Lima, Ohio, Local 1193,
23 Eynon, Pennsylvania, and Local 1248 in Sterling
24 Heights, Michigan.

25 The Office and Clerical, Technical and

1 Engineering Agreement covers members in Local 412,
2 Sterling Heights, Michigan, Local 1193, Eynon,
3 Pennsylvania, and Local 2147, Lima, Ohio.

4 So currently deliveries are beginning. And
5 they are going to continue through 2025 for 474 Abrams
6 tanks to the countries of Poland and Taiwan, as well as
7 141 Striker vehicles to the countries of North
8 Macedonia, Argentina, and Thailand.

9 So in addition to that, there have been 31 M1
10 Abrams Tanks and 90 Striker infantry fighting vehicles
11 delivered to the country of Ukraine.

12 (Applause)

13 PRESIDENT SHAWN FAIN: For the fiscal year
14 2023, there's been an estimated total of 2.5 billion
15 dollars appropriated for the upgrade of the M1 Abrams
16 Tanks, Striker vehicles, and Mobile Protected Firepower
17 systems.

18 The General Dynamics Department also
19 coordinates activities of the General Dynamics Council.

20 So in addition to the Land Systems Division,
21 the Council includes members of the UAW Marine
22 Draftsmen Association, Local 571, at General Dynamics
23 Electric Boat Division in Groton, Connecticut;

24 Local 2850 at General Dynamics Armament
25 Division in Marion, Virginia;

1 And Local 3999 at Bath Iron Works in Bath,
2 Maine.

3 So moving on, I will get to the Heavy Truck
4 Department. The UAW Heavy Truck Department was
5 established by President Stephen P. Yokich shortly
6 after our 31st Constitutional Convention in 1995.

7 On August 17, 1996 a founding Bus, Engine,
8 and Truck Council, BET, a meeting was held in
9 Nashville, Tennessee. The BET Council is made up of
10 delegates from Daimler Trucks, LLC, IC Corporation,
11 International Truck and Engine, Mack Trucks, Volvo
12 Trucks, and Detroit Diesel Corporation.

13 So the objectives of the BET Council include
14 sharing information and better inform affiliated local
15 unions about economic data, working conditions, firms
16 within the Bus, Engine, Truck and related industries;
17 to promote and cooperate in UAW organizing activities
18 at all Bus, Engine, Truck and related industry
19 facilities; to promote higher standards of wages,
20 benefits, and working conditions in all affiliated
21 Local Unions; to develop relationships with other
22 International Unions representing workers in Bus,
23 Engine, and Truck manufacturing and related industry
24 facilities; and to develop and implement coordinated
25 bargaining with other International Unions and their

1 Local Unions.

2 And then moving on to Navistar. The UAW has
3 nine locals representing approximately 2,900 members,
4 and more than 20,000-plus retirees in Navistar.

5 On December 8, 2021, UAW bargainers achieved
6 a two-year extension on an agreement that expires
7 October 1st, 2026.

8 So Navistar is now owned by a truck group
9 called TRATON, a division of Volkswagen. The Board of
10 Directors has changed, as well as some of the upper
11 management that were in Navistar.

12 And Navistar made the decision to close the
13 Melrose Park facility in 2021. That decision impacted
14 union members of Local 6 in 2293. They were able to
15 ratify a Plant Closing Agreement with special early
16 retirement benefits, and a lump sum payment of \$15,000,
17 and employment opportunities in other manufacturing
18 locations covered under the Master Agreement.

19 In Springfield, Ohio, UAW's Local 402 and 658
20 members at the Navistar plant produced medium and
21 heavy-duty trucks on line one, and cutaway vans on line
22 two.

23 So our union represents production,
24 maintenance, clerical, and technical employees. The
25 vehicles in that plant consist of various Navistar

1 trucks, as well as a joint venture with General Motors,
2 referred to as Vista 1 and Vista 2, in the UAW facility
3 in Springfield, Ohio.

4 The UAW also represents the Navistar Parts
5 Distribution Centers at Local 119 in Dallas, Texas,
6 Local 472 in Atlanta, Georgia, Local 1872 in New
7 York -- or I am sorry -- in York, Pennsylvania, and
8 Local 2162 in Las Vegas, Nevada. Sorry. That's a lot.

9 IC Corporation, UAW Local 5010, represents
10 members in Tulsa, Oklahoma. They assemble school and
11 commercial busses. The local successfully ratified a
12 four-year agreement effective February 1st, 2023. And
13 that will expire on March 1, 2027.

14 Now we get to Daimler Trucks North America.
15 As most of you know, the UAW represents work sites in
16 Mt. Holly, Cleveland, and Gastonia, in High Point,
17 North Carolina. Also Atlanta, Georgia, and Memphis,
18 Tennessee.

19 Members of UAW Local 5285 at the Mt. Holly,
20 in North Carolina plant, produce 100 trucks per day on
21 two production shifts. Mount Holly also produces
22 medium duty trucks, classes 5, 6, 7, and 8, along with
23 the 4,700 Western Star Cabs.

24 UAW Local 5285 also represents members at the
25 Custom Truck Services facilities and the IT

1 technicians.

2 So as of February 16, 2023, there were 1,934
3 employees working at the Mt. Holly facilities, with
4 1,834 of those being UAW members.

5 Prior to the opening of 2018 negotiations,
6 Local 5285 organized their IT technicians.

7 So members of Local 3520 in Cleveland, North
8 Carolina produced the Class 8 Western Star and the
9 Class 8 Freightliner trucks. Along with representing
10 production workers, they also represent custom truck
11 services facilities and the clerical workers.

12 And UAW Local 3520 has 2,008 members, and a
13 total of 2,616 workers as of February 16, 2023.

14 Local 3520 produces a total of 78 trucks per
15 day on a one production shift.

16 And then UAW Local 5286 in Gastonia, North
17 Carolina is a parts plant supplying other Daimler Truck
18 North America facilities.

19 As of February 16, 2023, the Local has 960
20 members working three shifts, with a total of 1,220
21 workers.

22 UAW Local 5287 in High Point produces Thomas
23 Built Buses. Thomas Built Bus unveiled the first
24 all-electric concept bus named Jouley. This concept
25 bus was unveiled at the School Bus Trade Show held in

1 Columbus, Ohio. And there is a large order in place
2 for Maryland for Jouley, and they are under a
3 government contract. There's currently 1,835 employees
4 with 1,485 union members as of February 16, 2023. The
5 plant produces 63 units per day.

6 Workers at Freightliner Parts Distribution
7 Centers are represented by UAW Local 10, with a total
8 of 83 workers at the Atlanta, Georgia warehouse.

9 And UAW Local 2406 in Memphis, Tennessee,
10 which has a total of 155 workers at their warehouse.

11 There are currently 6,916 members at Daimler
12 Truck, LLC.

13 Their Master CBA was ratified on July 23,
14 2018, and will expire on April 26, 2024.

15 Also, the Daimler Truck North America
16 Bargaining Council won significant gains on the Master
17 and Local languages.

18 The Daimler Truck North America DDC, UAW
19 Local 163, Detroit Diesel, out there in 1A, that Local
20 is building 447 engines per day and 200 transmissions
21 today.

22 The Local is working with the company on new
23 projects and incoming work to the facility, and mainly
24 electric components for the new Daimler Truck North
25 America EV projects, at other Daimler Truck North

1 America facilities that are manufacturing electric
2 vehicles. And there's 100 percent union membership in
3 this facility.

4 (Applause)

5 PRESIDENT SHAWN FAIN: So that Local also
6 agreed to an extension of their current agreement for
7 one year, while continuing to have dialogue with the
8 company on other contract demands.

9 So moving on to Aerospace Department. UAW
10 Aerospace members, they're skilled technicians
11 obviously who manufacture and rebuild air frames,
12 structures, engines, space flight hardware, components,
13 defense systems, aerospace ground equipment, and the
14 sophisticated components that go into all these parts.

15 The machine shops in the aerospace sector are
16 highly sophisticated. Many operate in
17 climate-controlled environments due to very tight
18 tolerances. Our members work in clean room
19 environments, tool rooms, aircraft hangars, flight
20 lines, and highly advanced aerospace testing
21 facilities. And the work that our members perform is
22 very detail oriented, and with very close tolerance
23 work.

24 Me being an electrician, I measure in inches,
25 and they measure in thousandths, so a big difference

1 from what I see and what they see.

2 But precautions they have, they have to work
3 safely with principles that are practiced daily being
4 part of that regimen, with the work they do and where
5 this work is going.

6 So our UAW technicians that work with the
7 aircraft industry often work under very strict
8 deadlines. Some of our members that work in the
9 defense side of the industry are even required to get
10 and maintain security clearances.

11 Our members perform test procedures on
12 aircraft and spacecraft to include the testing of
13 electrical hydraulics, avionics, guidance systems in a
14 variety of different facilities. You know, this work
15 can be extremely dangerous. But with a strong focus on
16 safety again. The engine test cells are identical to
17 the cockpit of most sophisticated aircraft currently in
18 production.

19 So it's pretty amazing, the work we do. UAW
20 members in aerospace know that the safety of our troops
21 and the traveling public is quite literally in their
22 hands.

23 One sector of the aerospace that is seeing
24 growth and funding increases is the space industry. As
25 you know, recent history has seen an explosion in

1 interest from private companies and individuals, you
2 know, to go to and even explore space. This increase
3 in companies, you know, enables us to compete for space
4 contracts, which has made our members and their
5 represented companies to work even harder to provide
6 materials, vehicles, and services in space flight.

7 The next crewed mission is scheduled to
8 return to the moon in 2025 with NASA's Artemis program.

9 Our members have been instrumental in
10 providing rockets and the Orion Crew Module for the
11 mission. It is pretty amazing.

12 So the Aerospace Department assists UAW
13 regions with negotiations and day-to-day issues when
14 requested by the regional directors. The department
15 monitors the aerospace industry on national and global
16 levels.

17 With the aerospace industry being so highly
18 regulated, a large portion of the final product
19 purchased by the U.S. Department of Defense, so, you
20 know, we are also active in the legislative arena and
21 have close working relationships with the UAW's
22 Legislative Office in Washington, D.C. This
23 relationship is critically important when it comes time
24 for the government to start awarding contracts, which
25 in turn, you know, we can lobby for the work to be done

1 by our UAW members.

2 Their last cycle of negotiations came at a
3 time when COVID was at its peak. And members
4 representing the commercial industry, you know, had to
5 fight a downturn in the industry directly related to
6 COVID, causing air travel numbers to plummet.

7 So, fortunately, air travel is coming back to
8 pre-pandemic levels. And is projected to start
9 breaking records again.

10 Our members in defense-based industries were
11 fortunate in the sense that their sectors were seeing
12 growth and were able to maintain and grow their
13 respective locals.

14 So while some negotiations have been
15 difficult, many of the aerospace locations were
16 successful.

17 UAW bargaining committees won new jobs,
18 retained healthcare, and improved retirement for future
19 retirees.

20 UAW Local 647 located in Cincinnati, Ohio
21 represents our members at General Electric Aerospace.
22 And our members manufacture and assemble aircraft
23 engines in a represented parts warehouse for General
24 Electric.

25 UAW Local 933 located in Indianapolis,

1 Indiana represents our members at Rolls-Royce North
2 America. Those members, yeah, 2B, those members
3 manufacture, test, and assemble aircraft engines.

4 The locations landed some large awards for
5 new business recently, such as the provider for the
6 engine replacement on all B-52s in the United States
7 military.

8 They have also won a new contract in
9 conjunction with our members at Bell Helicopter to
10 supply engines for the new V-280 Valor, which will be
11 replacing the Black Hawk helicopter.

12 UAW Locals 788, 766, and 738, which are
13 located in Orlando, Florida, Denver, Colorado, and
14 Baltimore, Maryland, respectively, represent our
15 members at Lockheed Martin Corporation.

16 And UAW Local 788 is a missiles and fire
17 controls facility, which manufacturers supplies for the
18 military, such as various missiles and targeting
19 systems.

20 UAW Local 766 is a space and satellite
21 manufacturer, and a test facility manufacturing
22 satellites for GPS systems and the government. They
23 have also had a hand in building the new Orion Space
24 Capsule for NASA's moon mission.

25 So UAW Local 788 manufactures missile firing

1 modules for the U.S. Navy.

2 UAW Local 9, located in South Bend, Indiana,
3 represents our members that work at the Honeywell
4 International. Those members manufacture and assemble
5 aircraft wheels and brakes for the commercial and
6 defense industries.

7 The UAW Aerospace Department continues to
8 focus on growth in this very profitable industry. So
9 with this focus comes opportunities for organizing the
10 companies within the industry, their competitors.

11 And we must also ensure that our members
12 continue to adapt to new processes being introduced
13 into the industry. Additive manufacturing or 3D
14 printing is one of those processes that continue to
15 grow within the industry to a point where we are seeing
16 manufacturers invest in new buildings and machines to
17 try to keep up with the technology.

18 So it is important with our members that we
19 continue to fight for those new jobs and that new work,
20 and to be included, to include that work in our
21 bargaining units.

22 So that's a hell of a lot. And these
23 negotiators have got a lot on their plate.

24 And John Eblin has got a hell of a -- we've
25 got a good team there. And like I said, look forward,

1 I know Mack is going to be up.

2 We talk about everybody focus on Big 3
3 bargaining deadline being in September.

4 But Mack is right behind it in October.

5 So we have a lot of work ahead of us.

6 And, you know, it's something, you know, got
7 to make you proud as a UAW member to realize all of the
8 segments that we cover.

9 But to think about what these people do in
10 some of these communities, every time you drive down a
11 highway, and you see Mack Trucks, you see Freightliner
12 trucks, you see all these different trucks we make,
13 when you fly on aircraft, when you see our military,
14 when you see us providing to Ukraine. I mean, our
15 members are a huge part of that. So it's something to
16 definitely take pride in.

17 So with that, that will wrap up my
18 President's report. So I will now release these
19 committees and thank all of you and look forward to
20 working with all of you. Thanks a lot.

21 (Applause)

22 PRESIDENT FAIN: So moving on here, we have
23 got a few things adding in here.

24 There was discussion yesterday on a Higher Ed
25 Resolution. And they had a meeting last night.

1 So now I am going to call up Director Brandon
2 Mancilla from Region 9A, and Director Mike Miller from
3 Region 6, to give us an update on the Higher Education
4 Resolution.

5 (Applause)

6 DIRECTOR MILLER: Good afternoon, UAW family.

7 We had a spirited debate and discussion on
8 the floor yesterday. And thankfully we had a chance to
9 table that, and have a more in-depth, informal, relaxed
10 conversation right in this room last night that many of
11 you attended. It was a great opportunity to chat about
12 the issues.

13 And I think what came out of that
14 conversation was that higher ed workers are organizing
15 faster and faster, joining the UAW at a much greater
16 rate than they ever have in the past. And that's
17 really, really exciting.

18 It also came out in that there were some of
19 the first higher ed workers to join the UAW who were,
20 not the individuals themselves, but people from those
21 locals, from Wayne State University, from Cornell
22 University, and from the University of Massachusetts
23 came and shared some of their wisdom of their
24 experiences having organized in the '80s and '90s.
25 Some of the very people that inspired me and my

1 co-workers at the University of California in the 1990s
2 to join the UAW and form our union.

3 And what we learned in the process of that
4 conversation is that over time, the UAW has been a
5 pioneer in pushing the envelope and expanding the
6 number and the types of workers who have collective
7 bargaining rights under the National Labor Relations
8 Act, and under the State collective bargaining
9 statutes, in a number of states throughout our country.

10 And I think what we coalesced on last night
11 was slightly changed language that makes that intention
12 really, really clear. That we are a union who wants to
13 organize as many workers as possible, regardless of the
14 sector that we are in.

15 But with respect to this resolution in the
16 higher ed sector, and we want to do that in a way
17 that's flexible and empowers groups of workers,
18 organizing committees to make strategic choices that
19 they believe best serve their needs based on whatever
20 state statute, federal statute, or university
21 classification system that they are up against.

22 So turn it over to Brandon.

23 DIRECTOR MANCILLA: Another part about what
24 made this discussion last night special was that you
25 delegates and members from different sectors joined us

1 to share some knowledge and experience from your own
2 organizing, from your own bargaining around issues of
3 classification, recognition, and who counts and doesn't
4 count within your unit. And why it is so important
5 when we organize and when we bargain to have the very
6 one principle that drives all of unionism, which is "an
7 injury to one is an injury to all" be the guiding
8 principle of all of our organizing and our
9 negotiations.

10 And that's what's at stake with this
11 resolution.

12 (Applause)

13 DIRECTOR MANCILLA: What's at stake is that
14 we do not want these employers, these universities and
15 colleges that are corporations in their own right to
16 dictate to the union who belongs in the union and who
17 does not.

18 And with this resolution and the discussion
19 last night, I think we are moving towards an
20 understanding of what the UAW, as it continues to
21 organize in this sector across regions, will be
22 prioritizing.

23 So once again, I just want to thank all the
24 delegates from all the different regions and all the
25 different sectors who came out and had a conversation

1 with us. And I think we all learned from each other in
2 a very productive way last night.

3 So with that, I do want to call up President
4 Shawn Fain who will continue with the proceedings.

5 (Applause)

6 PRESIDENT FAIN: Okay. So we have had that
7 explained now.

8 So now I would entertain a motion.

9 This was passed out on the floor. I believe
10 they passed out copies of the revised resolution. So
11 you should all have one.

12 So I would entertain a motion to pull the
13 revised resolution.

14 (Motion made)

15 (Motion supported)

16 PRESIDENT FAIN: Okay. Had a motion.

17 White paper, mic 5.

18 DELEGATE EVAN MACKAY: Hello. My name is
19 Evan MacKay. I am from Local 5118, in Boston, Harvard
20 Graduate Students Union.

21 I would like to thank everybody who came last
22 night to such a productive conversation at 7:00 p.m.,
23 especially people from outside of higher education who
24 came to ask questions, listen, and learn about the
25 challenges that we face in our sector. Thank you.

1 (Applause)

2 DELEGATE EVAN MACKAY: We heard from people
3 in auto and manufacturing, about how some of the
4 challenges we are facing are quite similar in spirit to
5 what you confront with whipsawing in your sectors.

6 Another way to put this or think about this
7 is that it's like if temps in your assembly plant were
8 working on the line right next to you but they couldn't
9 get union protections. You would never accept that.
10 And we shouldn't either.

11 (Applause)

12 DELEGATE EVAN MACKAY: As Representative
13 Debbie Dingell said, we have to protect the right of
14 every worker to organize. And that includes higher
15 education workers, as well.

16 Yesterday, we also listened to workers in
17 higher education who had questions and concerns about
18 this resolution.

19 We are thrilled to be able to report that we
20 have been able to find some common language that we can
21 agree upon to help meet this moment and address the
22 threats of carving out workers.

23 (Applause)

24 DELEGATE EVAN MACKAY: I know that my union
25 sister from Local 2865 has some amendments she would

1 like to introduce that I can then accept as friendly.

2 PRESIDENT FAIN: Okay. First off, I have got
3 to stop you. I am not trying to -- I want everybody to
4 be heard.

5 I just want to say that we had a motion on
6 the resolution.

7 And to discuss the resolution, we have got to
8 get 98 votes.

9 So I need to take a vote first.

10 And then we will go back to comments.

11 VICE PRESIDENT MANCILLA: Hey, everybody. So
12 here is where we are. We are going to take the motion
13 to pull the revised Resolution to Build Student Worker
14 Solidarity.

15 My understanding is that the revised
16 resolution has already been passed out to all the
17 delegates. And they can just ask to pull the revised
18 resolution directly. So we won't need to vote on any
19 amendments that are already included on the piece of
20 paper you have in front of you.

21 If they want to make other amendments beyond
22 those, we will need to vote on them. But the ones that
23 are on the paper that's been distributed, we won't need
24 to vote on those, assuming this gets the 98 votes.

25 Does that make sense? All right. Thank you.

1 PRESIDENT FAIN: So we had a motion.

2 And so we need to take a vote now. So we
3 need 98 votes in order to pull the resolution.

4 So all those in favor of pulling the
5 resolution, say aye.

6 Those opposed?

7 All right.

8 Motion passes.

9 (Motion carried)

10 (Applause)

11 PRESIDENT FAIN: So now we will go around, if
12 we want to have discussion on it.

13 Point of order, red book.

14 UNIDENTIFIED SPEAKER: Can you take a hand
15 vote? Because there's a lot of vocal over there that
16 are not delegates.

17 PRESIDENT FAIN: Okay. Yeah, we will do it.
18 Okay. So we can get the auditors out here.

19 So everyone that is in favor of pulling this
20 resolution, please stand.

21 (Applause)

22 PRESIDENT FAIN: So I think that clears it
23 up. That clears it up. We are good.

24 Okay. So now we are on discussion. We will
25 go back to mic 5, 9A. And let the brother back up that

1 was speaking.

2 DELEGATE EVAN MACKAY: I look forward to
3 hearing from the other regions right now. Thank you.

4 PRESIDENT FAIN: Okay. Thanks.

5 Okay. So I am going to go ahead, and we will
6 do discussion on this. So I will start with 9A and
7 then go to 6, since those are the two highly
8 concentrated higher ed locals.

9 And then we will go to the others if you
10 would.

11 So does anyone want to speak in Region 9A in
12 favor?

13 Green card. Mic 5.

14 DELEGATE DAVID PRITCHARD: Is it afternoon?
15 It's afternoon. We ascertained that.

16 Good afternoon, everyone.

17 I am David Pritchard, from Local 2322. It is
18 an amalgamated local with 27 shops in it. There's a
19 bunch of higher ed units. There's the graduate
20 employee organization at UMass Amherst. The resident
21 assistants and peer mentors union at UMass Amherst has
22 undergrads who work in the dorm. It is the first ever
23 union of undergrads in that kind of position in the
24 country. They organized in 2002. And they are still
25 fighting. There's post-docs at UMass Amherst.

1 But I want to say one thing. And I am in
2 favor of this. But I am going to do a little plug.
3 Because we have a shop of higher ed workers in our
4 Local in Plainfield, Vermont who are on strike right
5 now. The Goddard College staff union, Goddard College
6 is in Plainfield, Vermont. The Goddard College Staff
7 Union walked off the job on Friday. They are fighting
8 for management to drop a proposed management rights
9 clause to do a wage study to bring up the lowest-paid
10 workers who make under 20 dollars an hour.

11 And they just want a 3 percent raise,
12 retroactive to July of 2022. There's only 30 of them.
13 But they are united, and they are powerful. And they
14 need our support and solidarity. So it would be cool
15 if you all could like cheer a little bit for the
16 Goddard College staff.

17 (Cheers and applause)

18 DELEGATE DAVID PRITCHARD: Yeah. Hell, yeah.
19 I hope someone is filming this. I am going to send it
20 to them. Cool.

21 So in terms of the resolution, I feel like it
22 just makes sense, everything that my union sibling at
23 Harvard said, I completely agree with. We all want
24 equal pay and equal representation for equal work.

25 Our bosses don't.

1 The resolution ensures we go into all our
2 higher ed drives with our eyes on that fundamental
3 goal.

4 Thanks.

5 PRESIDENT FAIN: Thank you, Brother.

6 Anyone in 9A want to speak against?

7 I hope not.

8 So moving on to Region 6. Purple folder.

9 Mic 2.

10 DELEGATE RAFAEL JAIME: My name is Rafael
11 Jaime. I am the President of UAW Local 2865, from
12 Region 6.

13 First off, I just want to thank you, everyone
14 here in this room, for your engagement and interest in
15 this issue of the higher ed sector.

16 We had a really productive conversation last
17 night with the higher ed colleagues. And we appreciate
18 the genuine interest from our nonunion -- sorry,
19 non-higher ed union siblings in our organizing. We
20 thank the floor for giving us that opportunity. And
21 now it is an important moment to work together in our
22 union.

23 Last night we made some adjustments to the
24 resolution language that makes the resolution inclusive
25 of all the different types of university systems that

1 we work at. So we can continue to work towards our
2 shared goal of winning broad and inclusive units.

3 At UC, we have been working towards building
4 a union inclusive of all workers for decades,
5 recognizing that organizing higher ed is a strategic
6 sector.

7 Our members continue on to new industries,
8 whether healthcare, EV, or research and teaching, and
9 bringing their UAW experience with them.

10 In Region 6, we have always believed in
11 building expansive and inclusive units, and building
12 wall-to-wall worker power.

13 With that priority at the forefront, we need
14 to ensure that organizing committees have the
15 flexibility and autonomy to adopt the organizing
16 strategy that works for their workplace.

17 I am happy to speak on behalf of all of
18 Region 6, and support this edited resolution. It will
19 make higher ed a stronger sector, and the UAW a
20 stronger union.

21 So I encourage everyone in this room, whether
22 you are a higher ed, auto, ag imp, aerospace, gaming,
23 or any other sector, UAWD, or other caucuses to come
24 together and support this resolution. Vote yes for
25 this resolution. And vote yes for a stronger UAW.

1 (Applause)

2 DELEGATE RAFAEL JAIME: I call the question.

3 (Motion made)

4 (Motion supported)

5 PRESIDENT FAIN: The question has been
6 called.

7 So we will now vote on ending debate.

8 All those in favor, signify by saying aye.

9 All those opposed, nay.

10 Okay. The ayes have it.

11 (Motion carried)

12 PRESIDENT FAIN: The debate is closed.

13 So now we will vote on the resolution.

14 So all those in favor of passing the
15 resolution --

16 DELEGATE RITA GRIFFIN: Point of order.

17 PRESIDENT FAIN: Yeah.

18 DELEGATE RITA GRIFFIN: Rita Griffin, Local
19 2250, under the President Fred Jamieson. And the
20 direction of Region 4 Director Brandon Campbell.

21 So forgive me, you all, but I stepped out to
22 grab a bite to eat. And I missed one of the
23 resolutions.

24 So I do understand that debate has closed.

25 But there's such an important near and dear

1 issue and date that I want to bring up that will fall
2 under the --

3 PRESIDENT FAIN: Okay. Sister, I have got to
4 stop you. Because debate is closed. So we can't
5 debate right now. So --

6 DELEGATE RITA GRIFFIN: I don't want to
7 debate.

8 I just want to be heard. If that's okay.

9 PRESIDENT FAIN: It is out of order.

10 DELEGATE RITA GRIFFIN: Okay. I don't want
11 to debate a resolution.

12 If I can have two minutes for an exercise.
13 And it has nothing to do with the resolution or
14 debating the resolution.

15 PRESIDENT FAIN: It is out of order, sister.
16 I mean, I want to be respectful. And I want anyone to
17 have their voice. But it is out of order. So we
18 are -- debate has been closed on this issue. So we had
19 the vote on this issue.

20 (Applause)

21 PRESIDENT FAIN: All right. So, okay.
22 Brother, white paper, mic 4.

23 DELEGATE ROBERT TURNER: Robert Turner, UAW
24 Local 2031, Region 1D, Director Steve Dawes, Assistant
25 Director Scott Zuckschwerdt.

1 Just a point of clarification.

2 Under, it is the third bullet point on the
3 second page, starts with, "UAW staff will never make a
4 decision to exclude workers from a unit. Any such
5 decision will always be made democratically by workers
6 who are organizing."

7 I want to understand what that exactly is
8 supposed to mean, because I take it as we are going to
9 handcuff our negotiators and our organizing committees,
10 and not allow them to have the flexibility to designate
11 units appropriately based on the landscape and the
12 bargaining that is going in front of them.

13 Thank you.

14 UNIDENTIFIED SPEAKER: So just to clarify the
15 point of that, we want to build democratic organizing
16 committees. It is not a way to handcuff staff at all.
17 I think both regions were in agreement with that, and
18 all other higher ed workers that were in the meeting,
19 and that the spirit of that language is to say that we
20 are not making decisions about organizing strategies,
21 or decisions from above. We are doing it collectively
22 with the workers involved in the organizing drive. And
23 we want that to be the strategy going forward. That's
24 all that's supposed to mean.

25 (Applause)

1 PRESIDENT FAIN: Thank you.

2 Okay. So again, we are going to try to take
3 a vote on this resolution.

4 So all those in favor of the resolution,
5 signify, by saying aye.

6 All those opposed, say nay.

7 I think the ayes have it.

8 (Applause)

9 PRESIDENT FAIN: So I would like to take a
10 point of special privilege at the request of Region 4
11 Director Brandon Campbell.

12 Without objection, I would like to call up
13 the delegates of Local 1268, from Stellantis, and UAW
14 IPS supplier units, to give them an opportunity to
15 speak to you a little bit from the heart.

16 The video you saw the other day was very
17 powerful. And it is very sad. And I want to say this,
18 I know Vice President Boyer very well. And Vice
19 President Boyer is not closing the book on Belvidere.

20 (Applause)

21 PRESIDENT FAIN: Director Campbell, whose
22 home plant is Belvidere is not closing the book on
23 Belvidere.

24 And I will definitely say as your president,
25 I am not closing the book on Belvidere.

1 So none of us should in here.

2 And I know you guys won't. We are all
3 Belvidere.

4 So with that, I would like to introduce the
5 delegation from Belvidere that just want to come up and
6 say a few words.

7 Kevin Logan, President;

8 Stacey Cheek;

9 Tim Ferguson;

10 Robert Holt;

11 Keith Kriglstein;

12 Mike Moe;

13 Linda Montes;

14 Monica Sago;

15 Chris Vernia;

16 And Mike Virk. If you guys could come up.

17 DELEGATE KEVIN LOGAN: Good afternoon. My
18 name is Kevin Logan, President, Local 1268. We are an
19 amalgamated local. We do have 12 units at our Local.

20 Kind of give you a little bit of history.
21 It's hard to believe six years ago we were basically
22 finishing up a retool to start building the Jeep
23 Cherokee. To think here six years later, we have been
24 idled, and don't know what our future holds.

25 I do want to thank Director Brandon Campbell,

1 President Fain, and Vice President Rich Boyer, on their
2 behalf, everything they are doing for us in moving
3 forward. It has been very scary times, though.
4 Roughly we had a membership of about 6,700 members back
5 in 2017.

6 And then 2019, May of 2019, we lost our third
7 shift.

8 And then July of 2021, we lost our second
9 shift.

10 Later that year, they slowed line speeds
11 down, cut our membership in half.

12 And then December 9th of last year, we got a
13 phone call 15 minutes before they were going to let all
14 our members on the floor know that they were going to
15 idle the plant in February.

16 So we had no time whatsoever to even sit our
17 leadership down and explain what was going on.

18 So one thing I know, we have had discussions
19 here in regards to cost of living, wages. I will tell
20 you what. That's very important for all of us. But if
21 you have no plant to go to, that doesn't mean anything.
22 Right.

23 (Applause)

24 DELEGATE KEVIN LOGAN: So as you saw in that
25 video, it doesn't just affect our membership. It

1 affects that entire community.

2 And we have already seen that, closures of
3 restaurants in the city. I am sure down the road, if
4 we don't get something in that plant soon, we are going
5 to have lower enrollment in our schools.

6 Our parts suppliers, I mean, that's one thing
7 that I had to do, it sucked. That first two months at
8 the beginning of the year this year, had to sit down
9 and bargain seven closing agreements. Some of them, it
10 was a slap in the face to the supplier units for the
11 IPS, that companies only offer a thousand-dollar
12 severance for people that have worked for 17 years.
13 Right.

14 We had others that were more respectable.
15 But again, what Stellantis has done to this membership,
16 to these outside suppliers, is just unspeakable.
17 Making record profits. And you have got a facility
18 right in the heartland, right in the middle of the
19 country, that has plenty of space.

20 We were building a vehicle that we were led
21 to believe that was going to be discontinued, the Jeep
22 Compass, that magically appeared in Toluca, Mexico, in
23 2018. And now here we are with the Cherokee.

24 I know the company has not come out and said
25 officially what they are doing with the product. But

1 we all know it's going to Mexico.

2 So we have got to band together. Again, we
3 have got to encourage our members to buy what we build.
4 Not to buy the competitors. It is who your employer is
5 that signs your paycheck. We need to buy those
6 products. Because if we don't, this happened to
7 Belvidere. This can happen anywhere.

8 So, but again, we appreciate everyone's kind
9 words. I know President Fain, Vice President Boyer,
10 and Director Campbell are busting their asses to get us
11 product there. And we will just keep praying. And
12 let's stick together.

13 So thank you.

14 (Applause)

15 PRESIDENT FAIN: Oh, man. I tell you. This
16 is one of these times, man, I have seen, you know,
17 other reps get emotional. I am going to tell you what.
18 I get really -- I am not dropping an F bomb here. This
19 pisses me off. I tell you what. I am sick and tired,
20 sick and tired of seeing this going on. It is not just
21 Belvidere Assembly. It was Romeo, Ford's Engine Plant.
22 It was Lordstown Assembly. You see it going on right
23 now. Toledo Machining needed product for years.

24 I look at GM in Kokomo, where I grew up.
25 They used to make, Local 2292, they made chips. We

1 talk about bringing chips into this country. We used
2 to make chips in this damn country. And they gave it
3 away.

4 It is time to stop it. And it is time to go
5 to war. We talk about this. We talk about coming
6 together. I don't give a shit who voted for who in
7 this room. I don't care. It is over.

8 (Applause)

9 PRESIDENT FAIN: The bottom line is we have
10 got to come together. As Vice President Browning said,
11 as this whole IEB has said, we are together. We are
12 going to come together. We are done taking the scraps.
13 It is time to fight.

14 So let's get together on this.

15 Thank you.

16 So I will now call up Brother Mike Booth to
17 preside over the meeting. Thank you.

18 VICE PRESIDENT BOOTH: Afternoon. We would
19 also be very remiss if we didn't talk about GM Kokomo,
20 Local 292. They are on the chopping block. So it
21 would be very remiss not to think about them. We have
22 been scrambling for the last three months to find them
23 anything.

24 So at this time, Shirley Mata, I would like
25 to call you up.

1 DELEGATE SHIRLEY MATA: Can I lower this so
2 you can see me?

3 Good afternoon, brothers and sisters.

4 Shirley Mata from UAW Local 249. I am going
5 to be reading Work Schedules found on page 18.

6 Since our last Special Bargaining Convention,
7 so much has changed for our members in the workplace.

8 For the first time in a century, we suffered
9 a pandemic that wreaked havoc on our society.

10 Through so much loss of life for our members
11 and their families, the pandemic shed light on our
12 membership.

13 Our members recognized the value of work-life
14 balance, with time for ourselves and our families being
15 more important than ever before.

16 The UAW stands on providing our members with
17 the best collective bargaining agreements.

18 Contained within those agreements are
19 understandings and commitments that our members have
20 work schedules that provide the company with the needed
21 work while providing our members with the work-life
22 balance they deserve.

23 In the industries we represent, our members
24 have worked a variety of schedules, including the
25 traditional five-day workweek, alternative work

1 schedules or flextime schedules.

2 Some schedules have worked for our members
3 while others have placed undo stress on our members.

4 We believe that schedules can be designed or
5 modified to address both the employers' needs and the
6 work-life needs of our members.

7 There are so many work schedule models
8 available.

9 Whichever work schedule model is negotiated
10 and ratified by the membership; it must be based on the
11 demands of our membership established through
12 collective bargaining.

13 The union supports limiting the number of
14 hours that a company can force our members to work.

15 Work schedules that may require overtime
16 should have strict limits on both duration and
17 frequency and overtime should never be used to
18 circumvent the hiring of new members.

19 The union does understand that certain
20 represented work sites must respond to the
21 ever-changing fluctuation in demand for the product or
22 service provided.

23 Those demands may require additional working
24 hours or overtime.

25 However, when this is necessary, employers

1 should be forced to adhere to providing advanced
2 notice, and our members should have the ability to
3 decline overtime, especially during valued holiday
4 periods.

5 Work schedules should also consider the
6 safety and health of our members.

7 For example, fair work schedules can help to
8 eliminate injuries by reducing fatigue and providing
9 adequate relief time and job rotation, where possible.

10 The nature of the jobs we perform for these
11 companies should be carefully monitored, and those jobs
12 that are more ergonomically onerous should have strict
13 limits and shorter duration.

14 Safety and health remain among the most
15 important responsibility employers have to workers.

16 The union will work to incorporate input from
17 members and develop schedules around these principles.

18 When alternative work schedules are
19 considered, the union must seek consistency in
20 compensation practices for all mandatory, voluntary, or
21 obligatory time away from the job.

22 This includes correlating work schedules with
23 the appropriate wages and premiums for vacation,
24 bereavement, jury duty, and all other necessary leaves
25 for our membership.

1 During the pandemic, the working world
2 recognized that some employees could work remotely and
3 still provide their employers with productive work of
4 the same high quality as if the worker was within the
5 workplace or office.

6 For our members who can work remotely, we
7 must ensure our agreements with the companies reflect
8 that these employees should fall under the same
9 protections as members who must work with the
10 workplace, such as overtime premiums and work relief.

11 The union supports premium compensation for
12 any work schedule that requires working beyond the
13 traditional eight-hour workday or beyond the Monday
14 through Friday workweek.

15 These premiums help provide some compensation
16 for the valuable time lost from family and other
17 activities outside of the workplace that are near and
18 dear to our members.

19 When operationally feasible, our members
20 should be able to adjust their work schedules, such as
21 start time or end time or even the days they work to
22 meet individual needs, such as childcare and elder care
23 for loved ones.

24 The union also encourages negotiating
25 schedules that compress the work week in order to

1 improve the quality of life and provide time to take
2 care of personal business and support the communities
3 in which our members reside.

4 The union will demand more personal time and
5 vacation time off and additional holidays to be covered
6 by the term of the agreement.

7 The union is emphatically against companies
8 attempting to use alternative work schedules to limit
9 or reduce other contractual rights, such as
10 employer-paid healthcare and retirement benefits.

11 Compressed or modified work schedules are
12 meant to improve work and family life, and we should
13 not allow schedule changes to degrade these contractual
14 improvements earned by generations of UAW members of
15 the past and present.

16 The global pandemic has shown that value of
17 essential workers and the risks that many workers must
18 take to keep the economy and society running smoothly.

19 The pandemic highlighted an issue that unions
20 have long fought for: The rights of workers to take
21 paid sick days rather than choose between their health
22 and their livelihood.

23 We will fight to demand workers are treated
24 with dignity by enhancing sick pay provision at the
25 bargaining table and advocate for policies that enhance

1 workers' right to sick pay.

2 This should include adequate sick pay for
3 workers required to quarantine or otherwise miss work
4 to prevent the spread of contagious diseases.

5 In all cases, the union believes that work
6 schedules should be designed and implemented, jointly,
7 through good faith bargaining with employers.

8 Through negotiations, we can ensure that
9 schedule flexibility can be applied in a manner that is
10 equitable rather than arbitrary.

11 The balance of work and life are essential to
12 our members' lives, families, and communities.

13 Thank you.

14 (Applause)

15 VICE PRESIDENT BOOTH: Thank you, Shirley.

16 We will now open the floor for discussion.

17 Without objection, I will proceed through
18 each region, starting with the foundation of our union,
19 the retirees.

20 Do we have any for this resolution?

21 Any against?

22 Region 1, do we have any for?

23 Do we have any against?

24 Thanks. Go ahead, Brian.

25 DELEGATE BRIAN CURRY: Brian Curry, Local

1 1700. Under the direction of LaShawn English.

2 Region 1.

3 I am on the 7 on, 7 off schedule that was in
4 this Stellantis Agreement from in 2019. And there's
5 several things that needed to be cleaned up in the
6 language.

7 And I stand in support of this resolution.
8 Because I can see where we could negotiate and, you
9 know, we work Friday through Thursday. And that's 12
10 hours a day, seven days on, seven days off.

11 But when you come in on Saturday, so you come
12 in on Friday for 12 hours, you get straight time. You
13 come in on Saturday for 12 hours, you get straight
14 time.

15 Then on Sunday, you come in, you get double
16 time. So, but if we had premium on those days or
17 premium after eight hours, that would help with some of
18 the offset, you know, some of the times that are away
19 from your family.

20 So I do stand in support of this resolution.

21 VICE PRESIDENT BOOTH: Thank you, Brian.

22 Do we have any against, Region 1?

23 Region 1A, against?

24 Region 1A against?

25 Go ahead, white card.

1 DELEGATE PAUL VERGARI: Good afternoon. My
2 name is Paul Vergari. I am an elected delegate,
3 Chairman of Local 245, Ford R & E Center, under the
4 great leadership of our Director Laura Dickerson and
5 our Assistant Director Dave Pagac.

6 I rise in support of this resolution. I
7 don't think you called support for Region 1A. I rise
8 in support.

9 Alternate work schedules have hit automotive
10 pretty hard.

11 What I would like to do is just to add to it,
12 or remind our negotiators. Let's negotiate where Local
13 leadership, along with management, enter Local
14 Agreements on what schedule they will adopt. We do
15 that for our Local Overtime Agreements. We do that for
16 our tie breakers. We do it for our shift preference.

17 We need to do that for work schedules, too,
18 because the Local leadership knows best what the Local
19 members need.

20 Thank you.

21 VICE PRESIDENT BOOTH: Thank you. Do we have
22 any against, 1A against?

23 1D, for?

24 1D for?

25 1D against?

1 2B, for?

2 Yes, Brother.

3 DELEGATE KEVIN CRAIN: Good afternoon.

4 My name is Kevin Crain, out of Local 674,
5 under the direction of David Green, Chairman Doug
6 Becker, and President Janet Billingsley, Local 674.

7 I am in support of this.

8 I currently work at a parts distribution
9 center in Cincinnati, Ohio.

10 Parts distribution is one of the most
11 consistent aspects of our business. And they are
12 running this mandatory overtime like a truck plant for
13 the last four years.

14 Now, I am speaking of a truck plant. Fort
15 Wayne Truck has been on idled or layoff for the last
16 two weeks. Basically it's build to order.

17 Now I'm thinking, well, why are they rushing
18 this product down the assembly line? Just so it can
19 sit in a parking lot and wait? In the meantime,
20 disrupting people's and families' lives.

21 And my last point is one of the cornerstones
22 of the UAW was the eight-hour workday. If they want to
23 keep, you know, talking about missed people at work or
24 absences, well, we are burned the hell out. Give us a
25 goddamn break.

1 Thank you.

2 VICE PRESIDENT BOOTH: Thank you, Brother.

3 2B against?

4 Go ahead, Brother. Sorry. Caught him first.

5 DELEGATE DANIEL GILSON, II: Dan Gilson, but

6 I go by Bear. I have been telling Dan Gilson every

7 time I came up. I am Local 14, Region 2B.

8 I work in Toledo Powertrain. And back in

9 '16, we put it in front of the membership and basically

10 told them if you don't accept working under Doc 83, we

11 won't have additional work.

12 And it would behoove me not to bring this up

13 here, because right now we have got a lot of transfers

14 in from Lordstown and other plants. And they have

15 never seen anything like this. We don't work under

16 plan B. We don't work under plan B.

17 So under Doc 83, we can be forced 13

18 consecutive days, up to 12 hours. We can be forced

19 holidays.

20 The only holiday you can get off is

21 Christmas.

22 So, and I work in skilled trades. So

23 luckily, we are in a three-shift operation, so we don't

24 get forced 12 hours a day.

25 But we still get forced the Saturdays and the

1 Sundays. And we can get every second Sunday off.

2 So I don't think this language is strong
3 enough to represent the people that I have at my Local
4 and working with me.

5 And I will tell you, this has caused so much
6 dissension amongst the rank and file in our plant. We
7 are filing grievances. I have been filing Doc 83
8 grievances. And we have others that have been filing,
9 that it's a violation of the National. And it has been
10 really hard.

11 Like I said, if I wouldn't bring this up here
12 today, I wouldn't be able to go back to the Local, or
13 go back to my plant.

14 You don't even understand what it is like.
15 Nope. I can't make it to my grandson's birthday party
16 on Saturday because I have to work. Even though I
17 worked last weekend, too. Or, you know, whatever you
18 come up with. And it is really tough.

19 When we talk about -- I would love to see
20 Mary Barra up there talk. It is all about family life.
21 What the hell do you know about family life? You are
22 not in these factories. You are not getting forced.
23 But we are in here making you money.

24 So I support it, the idea. But I don't think
25 it is strong enough. Because it is about family. And

1 whether it is our plant family or our home family, and
2 it really needs to be addressed.

3 And taking this to under the threat of you
4 are not going to get more work in your plant, you need
5 to be submissive to these situations, so we can get
6 more work and keep working? Come on. That's
7 ridiculous.

8 So I would like you to take a stance on it
9 and be a little stronger and harder towards this topic.

10 Thank you.

11 (Applause)

12 VICE PRESIDENT BOOTH: Thank you, Bear.

13 (Applause)

14 VICE PRESIDENT BOOTH: Region 4 in favor?

15 Region 4 in favor?

16 Sure.

17 DELEGATE ROBERT KREITLER: Yeah. Robert
18 Kreitler, Local 751.

19 Oh, sorry, I didn't see you there.

20 PRESIDENT FAIN: Go ahead, at mic 1. Go

21 ahead. DELEGATE ROBERT KREITLER: All right. Local
22 751, Decatur.

23 And work schedules is important.

24 When you are a dumb young pup like I used to
25 be, you know, 20 years ago, I would go in there and I

1 would work 12, 14, 16 hours a day. Hey, I didn't care.
2 I wanted to buy toys. You know, I wanted to buy
3 trucks. I wanted to buy boats. I wanted to buy all
4 kinds of stupid stuff that a 20-, 22-year old wants to
5 buy. Go out and party it up and enjoy.

6 And it took a long time before I started
7 realizing that there's more to life than just going in
8 there working and buying toys.

9 And I am with the girlfriend that I am with
10 now, and she has children. And I see what I miss, what
11 I would have missed by working all those hours, and how
12 vital that really is. And I treasure every time I get
13 to spend with her and those kids.

14 And that the family time you will never get
15 back.

16 You will always be able to make another
17 dollar. You will always be able to buy another toy out
18 there.

19 But those kids are at that age at one time.
20 And that family is a set time that you have.

21 Those older family members that you have,
22 they will be gone. And you will be the one that
23 outlives them. You will put them all in the ground,
24 and you will be the one that is still standing. It's
25 bad.

1 My mother, when her older brother died, she
2 said, I am the last one. And that's all she could say
3 after he died.

4 And she had worked and worked her whole time.
5 Whenever I was a kid, I remember just she would work
6 until all hours at night to keep me going. And to make
7 sure I could do all the scout activities, and all the
8 school activities I could do. She came to everything
9 that she could.

10 But it is hard for a working parent to do
11 that.

12 So the shorter hours and being able to spend
13 that quality time with your family is just -- it means
14 the world.

15 The companies don't understand that.

16 They understand that profit.

17 They understand that buying a new jet for
18 their kids or whatever.

19 Man, that's not what we are trying to do. We
20 are just trying to go to the kid's band concert, go to
21 camp out on the weekend with the scouts, with the kids.

22 You don't do that.

23 And you can't put a value on that.

24 Thank you.

25 (Applause)

1 VICE PRESIDENT BOOTH: Thank you, Brother.

2 Region 4 against. Region 4 against.

3 Region 6, for?

4 Yep. Young lady.

5 DELEGATE KANIE KASTROLL: Hello, union

6 members. Kanie Kastroll, Local 3555, Las Vegas, Casino

7 Dealers and Casino Cage and Slot Department and Count.

8 I am under the direction of Mike Miller, from

9 Region 6. And Assistant Director Victor Quiroz.

10 This issue of work schedules, I understand

11 for people, our members in general, that it's very

12 difficult to work on holidays. And you want to plan

13 the events like other gentlemen have said.

14 In our industry, we work all the holidays.

15 All the special events. And we work long hours. A lot

16 of overtime.

17 We are compensated for that.

18 But I think the core of work schedules is the

19 fact that it is about respect of the employees, our

20 members, the workers. And courtesy.

21 There's a lot of non-courtesy by managers and

22 companies, corporations. You know, they take for

23 granted the hard workers.

24 And they want you to be there for them so

25 they can make their profits. And they want us to pump

1 out, you know, the hours and hard work from everybody.

2 So just a general thing. I would like to
3 motion for a -- some one line of amendment.

4 (Motion made)

5 DELEGATE KANIE KASTROLL: It refers to timely
6 or advanced notice in there.

7 But maybe something that is more about a
8 specific amount of time, or at least the attempt to get
9 a specific amount of time.

10 For instance, a week minimum. Because right
11 now, for example, with the casino industry in some of
12 our units, we will get a schedule out on Friday, by
13 5:00 p.m., if they are on time.

14 And I don't have to grieve it, for a person
15 that has -- it starts on Monday. And if you have
16 Sunday and Monday off, you know, that's not a lot of
17 time to plan your life at all. Even though you know,
18 you anticipate you might have to have overtime or
19 whatnot, or lose your day off, your regular day off.

20 So we need some -- a bigger, longer allotment
21 of time as a goal at least, at the bare minimum.

22 So I motion for some sort of little line of
23 amendment on this.

24 Thank you.

25 (Motion made)

1 VICE PRESIDENT BOOTH: Sister, I have a quick
2 question for you.

3 So we have -- you have made your voice very
4 well clear to the Resolutions Committee.

5 Do you have specific language?

6 Or do you just want this to be addressed?

7 DELEGATE KANIE KASTROLL: A week to be
8 addressed and have -- the language would be for at
9 least a week.

10 But the language may, you know, I don't want
11 to tie us down.

12 But like at least say a goal of a week.

13 I don't want to tie the negotiators
14 completely down. But we have to have some kind of an
15 aim. Because the word "advanced" is too general.

16 VICE PRESIDENT BOOTH: Thank you.

17 DELEGATE KANIE KASTROLL: Thank you.

18 VICE PRESIDENT BOOTH: Point of order. Green
19 folder.

20 DELEGATE CRYSTAL PASARCIK: Good morning. Or
21 afternoon. Crystal Pasarcik, Local 1700, Region 1.

22 I wanted to pull out of committee one of the
23 resolutions that we had that temps should have set
24 schedule and have to be bounded around, or be bounced
25 around from shift to shift within a month. That's

1 something we had in one of our resolutions. I don't
2 have it in my hand, but it is in the Resolution Book.

3 VICE PRESIDENT BOOTH: That's out of order
4 right now. We are still working on the resolution.

5 DELEGATE CRYSTAL PASARCIK: Okay.

6 VICE PRESIDENT BOOTH: Sister, Paula, can you
7 have her come back up?

8 So this body understands what you are exactly
9 looking for, we need the exact verbiage that you are
10 asking for.

11 DELEGATE CRYSTAL PASARCIK: Okay. Page 19,
12 paragraph 2, line 4, where it says should be --
13 Employers should be forced to adhere to providing
14 advanced notice, and our members should -- oh, so I am
15 talking about even a general schedule, whether it is
16 advanced or not.

17 And actually I may be asking to lengthen that
18 to two weeks.

19 But the word "forced" I am trying to say is a
20 goal. We don't even have a goal. It is so general.
21 You know.

22 VICE PRESIDENT BOOTH: Right. We are on
23 page 19. What paragraph?

24 DELEGATE CRYSTAL PASARCIK: Paragraph 2.

25 VICE PRESIDENT BOOTH: And then what line?

1 DELEGATE CRYSTAL PASARCIK: Line 4.

2 That's the closest that I saw related to
3 advanced notice.

4 But this may be even separate, a separate
5 line all together, just in relation to general
6 schedules. I believe that's more where I am going
7 with. The weekly schedule. That people should have,
8 you know, 10 days to -- 10 days to -- yeah, I said one
9 week at a minimum. But two weeks would be a broader
10 goal.

11 So I would say that I am not trying to amend
12 that line so much as I would like to just add a line
13 for general scheduling, because that's 52 weeks of our
14 year. People need to plan their lives.

15 VICE PRESIDENT BOOTH: So just for
16 clarification, you would like to add an additional line
17 that speaks to two weeks' notice.

18 DELEGATE CRYSTAL PASARCIK: Two weeks, yes.
19 One at, you know, two weeks would be best.

20 But I just don't want to tie down, you know,
21 it needs to be referred to as a strong goal, something
22 like that.

23 (Point of order)

24 VICE PRESIDENT BOOTH: Go ahead, Brother.

25 DELEGATE JAMES DENTON: Dan Denton, UAW Local

1 12, Jeep Unit, under the direction of Regional Director
2 David Green.

3 Could I make a suggestion for a friendly
4 amendment?

5 I am a union autoworker.

6 And my union was founded on the principle
7 that we work a 40-hour workweek, and we can take care
8 of our families on that 40-hour workweek.

9 Anything else we accept is a concession to
10 who we are.

11 So might I make a friendly amendment that we
12 just change all this fancy language to "We are going to
13 work for a 40-hour workweek again"? Can we do that?
14 Can we make that a friendly amendment?

15 VICE PRESIDENT BOOTH: Brother, can you hold
16 off on that friendly motion while we work through the
17 rest of this?

18 Just give us a minute.

19 Point of order in back, 7.

20 DELEGATE WILLIAM WOOD: Andy Wood, Local
21 5285, in Region 8, under the great leadership of Tim
22 Smith and George Palmer.

23 I would be remiss if I didn't bring up the
24 fact what I am hearing on the floor is a lot of Local
25 bargaining issues, rather than generalized statements

1 that we are here to deal with today.

2 So I just wanted to make that clarification,
3 that we are just hearing Local issues.

4 VICE PRESIDENT BOOTH: Thank you, Brother.

5 Point of order, microphone 3.

6 DELEGATE ED BRIONES: Hello, brothers and
7 sisters. My name is Ed Briones. I am President of UAW
8 Local 653, under LaShawn English and Ray Pecoraro.

9 In order to address the Brother's friendly
10 amendment, I think that if we had language at the
11 beginning or near the beginning of this resolution that
12 said something like the UAW will seek --

13 VICE PRESIDENT BOOTH: Brother, Brother, at
14 this time, we don't have the friendly amendment. We
15 are still working on the original amendment.

16 DELEGATE ED BRIONES: Okay. So on the
17 resolution itself then.

18 VICE PRESIDENT BOOTH: All right.

19 DELEGATE ED BRIONES: So I would propose
20 another amendment then. That the UAW will seek to
21 implement best practices.

22 VICE PRESIDENT BOOTH: Brother, I am going to
23 interrupt you again.

24 We have got to get through the amendment
25 first before we talk about the original resolution.

1 DELEGATE ED BRIONES: Okay. So I guess I
2 would somewhat agree --

3 VICE PRESIDENT BOOTH: Hang on a second.
4 So on the original amendment, we need a
5 second.

6 Do we have a second?

7 (Motion supported)

8 VICE PRESIDENT BOOTH: So the amendment we
9 are discussing is to add the language "up to two-week
10 notice as a stronger goal," behind the lines, page 19,
11 paragraph 2, end of the paragraph. So we would add the
12 words "two-week notice as a strong goal."

13 Do we have any debate?

14 Go ahead, Brother.

15 DELEGATE LUIGI GJOKAJ: Afternoon. Luigi
16 Gjokaj, Local 51.

17 While I think we can all agree in spirit and
18 in theory what the sister is suggesting, I think we
19 should leave it up to our bargaining committees in each
20 individual sectors.

21 (Applause)

22 DELEGATE LUIGI GJOKAJ: We are covering a
23 broad, broad range of people, as we saw earlier with
24 Gaming, Agro, Higher Ed, shout out to higher ed.

25 Some of these issues could be a Chrysler

1 issue, it could be a GM issue.

2 Let's just take the language. I would ask
3 her to withdraw, you know, her amendment. And just
4 refer it to the subcommittees that know individually
5 what our issues are specifically. Let Chrysler handle
6 Chrysler; GM handle GM; Ford handle GM. And we can
7 strengthen each other that way and through our locals.

8 VICE PRESIDENT BOOTH: Go ahead, Sister.

9 DELEGATE KANIE KASTROLL: Okay. Then I
10 would -- do I need to say myself again?

11 3555, Las Vegas, Kanie Kastroll, Region 6,
12 Mike Miller, Victor Quiroz.

13 Okay. Can I amend what I was trying to
14 amend?

15 So, no, so what I would like to add then is
16 the word "advanced" in front of "advanced notice
17 maximum," and then anybody can work on their -- at
18 their Local and try to, you know, try to --

19 VICE PRESIDENT BOOTH: Sister, you are being
20 recognized to withdraw.

21 DELEGATE KANIE KASTROLL: I'm sorry?

22 VICE PRESIDENT BOOTH: If you wish to
23 withdraw.

24 DELEGATE KANIE KASTROLL: I would like to
25 amend my amendment. So I would just like to -- I would

1 like to add --

2 VICE PRESIDENT BOOTH: You're really jumping
3 down the rabbit hole now.

4 DELEGATE KANIE KASTROLL: I will withdraw
5 that. And then revise that to put the word "maximum"
6 in front of "advanced," instead of a specific time
7 period. We are just trying to get it longer without
8 hamstringing everybody.

9 And we will do it at the Local, but we would
10 like a little stronger language there. This can
11 empower the locals.

12 VICE PRESIDENT BOOTH: So just for clarity,
13 are you removing your original amendment?

14 DELEGATE KANIE KASTROLL: Yes. I will remove
15 the term "one week" or "two weeks."

16 VICE PRESIDENT BOOTH: Is there any objection
17 to removing the amendment?

18 So hearing none, the original amendment is
19 withdrawn.

20 (Point of order)

21 VICE PRESIDENT BOOTH: Green folder.

22 DELEGATE TIM BOYD: I am sorry, everybody.
23 Tim Boyd, Jeep Unit, Local 12.

24 My -- this, correct me if I am wrong, I am
25 asking for clarification from the floor or the chair up

1 there.

2 This would have had to have been a resolution
3 that had to have been submitted.

4 So making a change on that right now, doesn't
5 that do anything up there, doesn't this require a
6 two-thirds vote or anything like that?

7 Because this -- the sister did not, correct
8 me if I am wrong, did not submit a resolution be
9 pulled.

10 So everything we have been pulling up to this
11 point, were already resolutions that were pulled, that
12 were submitted.

13 There's nothing that's submitted that states
14 this.

15 So she wants to make -- correct me if I am
16 wrong -- if she wants to make changes to it, we need --

17 VICE PRESIDENT BOOTH: We do not need
18 two-thirds vote.

19 DELEGATE TIM BOYD: Pardon me?

20 VICE PRESIDENT BOOTH: We do not need
21 two-thirds vote.

22 So at this time, we are actually back at the
23 original resolution.

24 Point of order, 7.

25 DELEGATE RANDALL WHELAN: Randy Whelan, Local

1 UAW 3047.

2 Could you have Todd Dunn please explain this
3 to us? Because it is getting confusing.

4 VICE PRESIDENT BOOTH: Sure.

5 DELEGATE RANDALL WHELAN: Thank you.

6 DELEGATE TODD DUNN: They muted me on
7 purpose. No, I am just kidding.

8 Okay. First of all, we've got to go into
9 this with an open mind. All right.

10 So, if you will allow me, Sister, I totally
11 love your passion. I want to add a few things. And I
12 kind of want to interject an opinion based upon what
13 the Resolutions Committee did.

14 But I don't want to try to put something into
15 your mind, what I want you to say.

16 So taking the first point of information that
17 we got, we received one resolution. Right. So out of
18 that big stack of resolutions, we got one. I have that
19 resolution in my hand, number 27, if you want me to
20 read it to you I can. But we took that resolution.
21 And we wanted to make sure that that resolution fell
22 into the core resolution that you are reading in your
23 book right now. Right.

24 And then when it talks about advanced
25 notification, that was what was pulled from this

1 resolution that I have, right, to be read.

2 Then some of the things that you are hearing
3 from the other brothers and sisters when it talks about
4 dialing down into and getting specific, maybe a week,
5 maybe which notification on a change of schedule or two
6 weeks.

7 The advanced is what was perceived to be the
8 best application to give everybody a broad spectrum:
9 Gaming, ag/imp, aerospace, so forth and so on. The
10 opportunity for the collective bargaining sectors
11 right, Ford, GM, so forth and so on, to sit down and do
12 it on their own.

13 So while I wouldn't want to disrespect what
14 you are saying, because I get it, it makes total sense,
15 but those teams, those national negotiators are the
16 ones that are going to shoot, move, and communicate
17 differently, right, to be able to achieve their
18 specific goals for each sector.

19 So I just wanted to share that that was the
20 only resolution that was put in. So it wasn't like we
21 looked at 25 resolutions, and there was, you know, a
22 blend. It was just one.

23 So that's what was done. And I don't have
24 anything else. Okay.

25 VICE PRESIDENT BOOTH: So at this time we are

1 back at the original resolution.

2 (Motion made)

3 I heard "call the question."

4 Is that what I heard?

5 The question has been called.

6 (Motion seconded)

7 VICE PRESIDENT BOOTH: All in favor of
8 closing discussion, say aye.

9 Opposed, say nay.

10 The ayes have it.

11 (Motion carried)

12 VICE PRESIDENT BOOTH: That mute button works
13 really good. Don't show it to my wife.

14 I now call Secretary-Treasurer Mock to
15 preside.

16 (Applause)

17 SECRETARY-TREASURER MOCK: Hey, everyone.
18 Okay.

19 I would now like to call up Cathy Watkin to
20 read the next resolution.

21 DELEGATE CATHY WATKIN: Good afternoon,
22 brothers and sisters. My name is Cathy Watkin out of
23 Local 174, under the exceptional leadership of Director
24 Laura Dickerson and Assistant Director Dave Pagac, out
25 of Region 1A.

1 I will be reading the proposed resolution
2 "Workplace Violence" found on page 33 of the resolution
3 book.

4 Workplace Violence: Acts of violence in the
5 workplace can disrupt nearly all aspects of society.

6 They can result in physical, psychological,
7 and financial costs to the victims.

8 They can also drive down employee
9 productivity and morale and increase turnover.

10 Organizations can also endure financial costs
11 due to lawsuits and increased employee medical
12 insurance rates.

13 Co-workers, witnesses, victims' families and
14 the community can all be negatively impacted.

15 Researchers must establish reliable
16 indicators of the nature and level of the problem
17 across the nation because of the potential consequences
18 of violence in the workplace.

19 On average, 1.3 million nonfatal nonviolent
20 crimes in the workplace occur annually.

21 The average annual rate of nonfatal workplace
22 violence was 8.0 violent crimes per 1,000 workers (age
23 16 or older)

24 The offender was unarmed in the majority of
25 nonfatal workplace violence, (78 percent)

1 The victim sustained an injury in 12 percent
2 of nonfatal workplace violence victimizations.

3 Fifteen percent of victims of nonfatal
4 workplace violence reported severe emotional distress
5 due to the crime.

6 This only goes to show that workplace
7 violence does not have to include a weapon to be
8 harmful or dangerous.

9 When it comes to workplace violence, female
10 workers are often the victims.

11 While all workers are subject to slips,
12 trips, falls, and other injuries, female workers are
13 more likely to experience nonfatal injuries due to
14 workplace violence that result in days away from work.

15 This includes sexual harassment and assault
16 in the workplace.

17 According to a recent national study, 81
18 percent of women and 43 percent of men reported
19 experiencing some form of sexual harassment and/or
20 assault in their lifetime.

21 This should not be so.

22 Every person has a right to a workplace and
23 society that is free from this abhorrent behavior.

24 We must continue to advocate for workplaces
25 free from discrimination, harassment, and intimidation.

1 Workplace violence, like other occupational
2 hazards, is best dealt with through a health and safety
3 program.

4 With workplace violence and active shooter
5 incidents occurring all over the country, we will
6 demand our collective bargaining agreements contain: A
7 written workplace violence prevention program that
8 includes comprehensive training.

9 **A site emergency response program that**
10 **entails responses to all types of violent incidents.**

11 **An employer-funded active Employee Assistance**
12 **Program (EAP) that assists workers suffering from**
13 **stressful life events at work and at home.**

14 **Stress, long hours, and fatigue are often the**
15 **triggers that lead to potentially dangerous actions.**

16 **Access to employer-funded, targeted, and**
17 **licensed mental health and counseling referrals.**

18 **Policies to regulate or eliminate weapons**
19 **from the workplace as a measure to reduce the potential**
20 **for a serious injury or fatality.**

21 **Policies and procedures to ensure swift**
22 **reaction to any serious or credible threat of violence.**

23 **Measures to immediately address any menacing**
24 **behavior, such as stalking, assault, harassment,**
25 **discrimination, or intimidation, including but not**

1 limited to the use of a weapon.

2 A provision forbidding the use of profiling
3 as a predictor of a potential act of violence or as
4 justification for questioning a worker about an
5 incident of workplace violence.

6 Participation by the UAW representatives in
7 investigations of job-related complaints and incidents
8 involving actual or potential violence, abuse,
9 harassment, discrimination, or intimidation, and in
10 discussions and decisions about preventive measures.

11 Provisions for the UAW representatives to
12 defend the actions of a worker identified as having
13 participated in or threatened a violent act.

14 We recognize that we do not have an
15 obligation to defend potential violent acts; however,
16 we do have a duty of fair representation to ensure
17 equal treatment among represented workers and to
18 protect the privacy rights of the accuser and accused
19 alike.

20 Thank you.

21 (Applause)

22 SECRETARY-TREASURER MOCK: We now open up the
23 floor for discussion.

24 And without objection, I will proceed through
25 each region, starting with the Retired Workers Advisory

1 Council.

2 And I will take one speaker in favor of, and
3 one against, until debate is closed.

4 Each speaker may not speak longer than five
5 minutes.

6 Please go to the microphone.

7 DELEGATE BONNIE LAURIA: My name is Bonnie
8 Lauria. My home Local is 362 in Bay City, Region 1D,
9 under the tutelage of Director Steve Dawes.

10 I am also part of the IAC. Which means I get
11 to have another wonderful leader; it's Leigh Kegerreis.
12 Sorry.

13 SECRETARY-TREASURER MOCK: No worries.

14 DELEGATE BONNIE LAURIA: I am very much in
15 favor of this particular proposed action.

16 (Motion made)

17 DELEGATE BONNIE LAURIA: When I worked, I was
18 in skilled trades. I went in as a stationary engine
19 -- I think that's why I am so upset. It still upsets
20 me to this day. I went in after a four-and-a-half year
21 layoff, into the stationary engineer, as a stationary
22 engineer. I was one of three women in the whole GM
23 system at that time: One in Bay City, one in Georgia,
24 and one in New York.

25 I worked with 12 men, all 12 of which did not

1 want me there. They told me flat out. One in
2 particular told me that I shouldn't be there. His son
3 should be there in my place.

4 My boss gave me jobs to do that he did not
5 give other people to do, the other guys. And they were
6 dangerous.

7 One in particular, we were all supposed to
8 clean out a 30-foot vat. It was full of water. They
9 drained the water. And you go down and take the muck
10 out of the bottom.

11 I wear a size 8-and-a-half or 9 shoe. They
12 gave me about an 11-and-a-half boot. You had to go
13 down a ladder, which was up against the wall, and about
14 two inches from the wall. Which means my foot wouldn't
15 be at all on the ladder. No harness, nothing. Just go
16 down. And it was slimy to boot.

17 I refused. The guys were mad at me because
18 they thought that that was going to shut down their
19 overtime.

20 And the boss told me he was going to send me
21 home for refusing to work.

22 It was highly dangerous. And I was being
23 blamed for it all.

24 This should not be. There should be an
25 avenue for workers to go and have these kinds of things

1 taken care of.

2 I am very, very much in favor of passing this
3 as written.

4 SECRETARY-TREASURER MOCK: Retired Workers
5 Council against?

6 Anyone against from the Retired Workers
7 Advisory Council?

8 Okay.

9 (Motion supported)

10 SECRETARY-TREASURER MOCK: All right. Can
11 you come? I couldn't hear you.

12 UNIDENTIFIED SPEAKER: Call the question.

13 SECRETARY-TREASURER MOCK: Call the question.

14 Okay.

15 And there was a support. Correct?

16 Okay. Second. All in favor.

17 All opposed?

18 The ayes have it.

19 (Motion carried)

20 SECRETARY-TREASURER MOCK: All right. Thank
21 you.

22 I will now call up President Shawn Fain.

23 PRESIDENT FAIN: All right. Good afternoon,
24 UAW family.

25 So first I just want to say what an honor

1 it's been to be part of this debate and discussion, as
2 we take this next step together as the United UAW!

3 (Applause)

4 PRESIDENT FAIN: I am in awe of the passion,
5 the experience, and the commitment to this union that
6 all of you have displayed the past three days.

7 These are the qualities that will carry this
8 union through whatever we face.

9 These are the qualities that will make our
10 union's future brighter than ever before.

11 But that future is not some distant future.
12 That future is not years, months, or weeks away.

13 That future, brothers and sisters, is now.
14 It's right now.

15 (Applause)

16 PRESIDENT FAIN: The road ahead of us is
17 daunting. We are up against the most powerful
18 institutions in the world: Corporate America.

19 There's going to be times when we question
20 ourselves. You know, there's going to be times when
21 our resolve is going to be tested.

22 I know. I have been there.

23 Thirty years ago, I was a young parent in
24 Kokomo, Indiana, just trying to survive and make ends
25 meet. Times were tough. Work was slow. I dealt with

1 many layoffs. I dealt with unemployment, trying to
2 survive on unemployment, 80 dollars a week as my only
3 source of income. We were receiving WIC to get formula
4 and diapers for our first-born child.

5 But then something changed.

6 I am getting emotional here, talking about my
7 grandparents. Damn.

8 I was blessed to have three grandparents in
9 my four that were UAW members. Two worked at GM in
10 Kokomo. And one worked at Chrysler.

11 I was blessed that I became what shades my
12 life, was I was blessed that I became a member of the
13 UAW. And I found you all.

14 (Applause)

15 PRESIDENT FAIN: Our theme this week has been
16 Building Our Tomorrow Today.

17 I want the UAW of tomorrow to be the
18 life-changing experience it was for me. I want it to
19 be the life-changing experience it was for my
20 grandparents' generation. And for my parents'
21 generation.

22 That community, that family, that security.
23 That's what we have to aspire to be.

24 Building our tomorrow today.

25 I am reminded again of the words of

1 Dr. Martin Luther King when he said, "Tomorrow is
2 today." But right now to some that may be a scary
3 thought. You know, are we ready? Have we built the
4 power today, to win what we deserve tomorrow?

5 Look around this room. The answer is very
6 clear to me. We are ready. Right now.

7 (Cheers and applause)

8 PRESIDENT FAIN: You know, this week I have
9 heard some talk about what we can't do. About what the
10 law says or about this or that subject of bargaining.
11 And the law has its place.

12 But the UAW wasn't founded by asking for
13 permission. The founders of this union didn't wait for
14 the law. They didn't worry about the law. They wanted
15 their dignity, and they wanted their fair share. And
16 they did what the hell they had to do to get it.

17 (Applause)

18 PRESIDENT FAIN: The companies we deal with
19 do not feel bound by the law.

20 Ask a Starbucks worker who has been fired for
21 organizing.

22 Ask a Volkswagen worker in Tennessee whose
23 boss threatened to close the plant if they unionized.

24 Employers don't give a damn about breaking
25 the law if it serves their interests.

1 We have got to aspire to the spirit of our
2 union's founders, and the sit-down strikers, and the
3 civil rights movement. They knew there's no law that
4 can hold back a united working class.

5 (Applause)

6 PRESIDENT FAIN: There are no words on paper
7 that will stand in the way of our fight for justice on
8 or off the job.

9 UAW family, I have got to say this: The only
10 limits we face are our own limits that we put on
11 ourselves.

12 When I look around this room, I don't see any
13 limits to what we can achieve when we unite in a common
14 cause.

15 I will tell you what I do see:

16 In this room, I see factory workers;

17 I see higher education workers;

18 I see healthcare workers;

19 I see gaming workers;

20 Public and private sector workers;

21 Salary bargaining unit workers;

22 Skilled trades and production workers joined
23 in a common goal.

24 I see workers of every race, every ethnicity,
25 gender, and age, united to fight for what's right.

1 (Applause)

2 PRESIDENT FAIN: I look around here. I see
3 elected officers and rank-and-file leaders alike,
4 determined to represent all the members of our union.

5 I see decades of experience in bargaining, in
6 organizing, in striking, and in building power for the
7 working class.

8 I also see a union that's ready to make a
9 change. I see a union that's ready to go from defense
10 to offense.

11 For every one of you in this room, there are
12 hundreds of UAW members and retirees who couldn't be
13 here with us today. They are back home with their
14 families in their communities and their work sites,
15 wondering how what we decide here today will impact
16 their lives right now.

17 Right now, UAW members are working production
18 lines, risking bodily harm to bring home a decent wage.

19 Right now, some of our union family in higher
20 education are running entire universities for poverty
21 wages, wondering how the hell they are going to pay
22 their rent.

23 Right now, there are temp workers busting
24 their asses seven days a week working full time with no
25 promise of any future.

1 And right now, our members are creating
2 billions in profits for corporations, just for these
3 corporations to turn around and put those billions of
4 dollars into investments and joint ventures outside of
5 our Master Agreements with no commitment to our
6 members.

7 Right now, inequality is hitting new highs,
8 as corporations make record profits while workers fall
9 further and further behind.

10 So the question for us as a union is simply
11 this:

12 When will we say enough is enough?

13 Right now.

14 The question is: When will we demand what we
15 deserve?

16 DELEGATION: Now.

17 PRESIDENT FAIN: Another question, when will
18 we unite in a common cause?

19 DELEGATION: Now.

20 That's right. I want to be clear.

21 (Applause)

22 PRESIDENT FAIN: That's right. Let's get it.
23 Together.

24 (Cheers and applause)

25 PRESIDENT FAIN: This is what democracy looks

1 like. This is who we are. Right now.

2 I want to be clear. I can get up here all
3 day and say what I am going to say and give you all the
4 nice speeches in the world.

5 But if it's just me, it's just words.

6 In our union's anthem, Solidarity Forever, we
7 ask: What force on earth is weaker than the feeble
8 strength of one?

9 Man, my mother is here today, just so you all
10 know that. And I am going to tell you something.

11 (Applause)

12 PRESIDENT FAIN: As a little boy, my mom
13 would -- my mom would pray with me and my brother every
14 night before we went to bed. And I will tell you what
15 one of my favorite Bible verses in my life is. It is
16 Ecclesiastes 4:9-12. And that's what the UAW is to me.
17 Ecclesiastes 4:9-12 states:

18 "Two are better than one, for they have a
19 greater return for their labor. If one of them falls
20 down, the other can help them up, but pity the person
21 who falls and has no one there to help them up. Though
22 one may be overpowered, two can defend themselves. A
23 chord of three strands is not easily broken."

24 Let me repeat that last line again.

25 "A chord of three strands is not easily

1 broken."

2 When we stand together, they will not break
3 us.

4 (Cheers and applause)

5 PRESIDENT FAIN: We have been through an
6 election for our first time, for our generation's first
7 time, from all of our first time.

8 And I will tell you one damn thing. This
9 IEB, we have met. We have talked. We have made a
10 commitment. Not to each other. Not to me. Not to
11 Chuck. Not to Mike. Not to Rich. Not to the
12 directors.

13 Our commitment is to you. It is to the
14 membership. And our commitment is we are going to bust
15 our asses every day to deliver for you.

16 No matter what sector you come from, no
17 matter if it's a one-person sector, or a 50,000-person
18 sector, you are all going to be treated equally.

19 Our power as a union, as the UAW, is our
20 unity. Our power is in our members.

21 It is not who we call our president.

22 It is not who is up here on this stage. It
23 is in you all.

24 So I want to ask all of you, when are we, all
25 of us, going to rebuild our power as a working class?

1 DELEGATES: Now.

2 PRESIDENT FAIN: Damn right. Right now.

3 When are we going to reclaim our dignity as
4 working people?

5 When are we going to unite for justice on and
6 off the job?

7 DELEGATES: Now.

8 PRESIDENT FAIN: Right now is our
9 generation's defining moment. Right now, it means
10 everything.

11 So let us leave this convention united as
12 one. And seize this moment right now.

13 Thank you.

14 (Cheers and applause)

15 PRESIDENT FAIN: So next up, I would now like
16 to call up Vice President Booth to preside over the
17 meeting.

18 Thank you.

19 VICE PRESIDENT BOOTH: Thank you, Brother
20 Shawn.

21 I would now like to call up Latiska Hearn
22 from the Resolutions Committee to hear our next
23 resolution.

24 Point of order. Microphone 5.

25 DELEGATE ROBERT HOLT: Mr. Chair, I move that

1 we accept all resolutions as written.

2 (Motion made)

3 (Cheers and applause)

4 DELEGATE ROBERT HOLT: I am sorry.

5 I am Robert Holt, Region 4, Local 1268, under
6 the tutelage of Brandon Campbell and Lucas DeSpain.

7 VICE PRESIDENT BOOTH: At this time we have a
8 motion.

9 (Motion supported)

10 VICE PRESIDENT BOOTH: We will need
11 two-thirds vote.

12 All in favor, say aye.

13 Opposed.

14 Motion carries.

15 (Motion carries)

16 VICE PRESIDENT BOOTH: Point of order, 6.

17 UNIDENTIFIED SPEAKER: Good morning, Brothers
18 and Sisters. Because it seems like morning to me.

19 Anyways, what a great conference today.

20 But I want to make this point that he didn't
21 say as amended, because we did amend our resolutions.
22 And it was passed on the floor. So that is an out of
23 order. You passed the resolutions without the
24 including the ones that were amended.

25 I apologize. But that's the way we have to

1 do it.

2 VICE PRESIDENT BOOTH: If I am not mistaken,
3 the motion was all remaining resolutions; is that
4 correct?

5 He is walking to the microphone now,
6 microphone 5.

7 DELEGATE LUCAS DESPAIN: Yes, sir. That's
8 correct. All amended. Thank you.

9 VICE PRESIDENT BOOTH: Thank you. And I am
10 glad you remembered your red shirt. Got ya. Got ya.

11 DELEGATE LUCAS DESPAIN: My wife packed it
12 for me, too. So I am okay.

13 But are we approving -- my point, my
14 information I need then, are we approving the ones that
15 are remaining, or is the whole book being approved?

16 VICE PRESIDENT BOOTH: Only remaining. We
17 still have to move on the whole package. Only the
18 remaining.

19 DELEGATE LUCAS DESPAIN: Okay. So if
20 somebody wants to speak on the ones we just approved,
21 are they going to be allowed to have a discussion on
22 the package?

23 VICE PRESIDENT BOOTH: No.

24 DELEGATE LUCAS DESPAIN: Okay. Thank you

25 VICE PRESIDENT BOOTH: I am going to call you

1 out again. The last time your excuse was your wife
2 packed your bag.

3 Go ahead. I will recognize you at 6. Yes.

4 DELEGATE LUCAS DESPAIN: To this body, I want
5 to say something.

6 You all know I am a retiree. And I have
7 been -- my first conference was 1971 with Steve -- or
8 1991 with Steve Yokich. And I was sitting in this body
9 as a young apprentice that had just graduated into
10 machine repair. And I had people right next to me say,
11 go up to the mic. Go up to the mic.

12 So I went up to the mic as a young
13 apprentice, who had just graduated. I was in my 30s,
14 in front of a crowd as big as this, at a Skilled Trade
15 Conference. And I started talking to Mr. Yokich.

16 And when I talked to Mr. Yokich, he come
17 back, and he says, Do you still have shapers in
18 Buffalo?

19 And I said, Sir, yes, we do.

20 He said to me, Do you know how old those
21 shapers are? They were from Henry Ford's era. Just
22 like that.

23 That was the best thing that ever happened to
24 me. Because I learned about what goes on at
25 conferences. I was a 12-year skilled trade delegate at

1 conferences. And I really truly appreciate them.

2 And if I can -- give me a point of privilege,
3 Chairman, I think when next year in 2024, this UAW
4 Executive Board ought to look at bringing these
5 delegates and the UAW CAP delegates and the skilled
6 trade delegates in a small conference in Washington,
7 D.C. and show them the power of the UAW when they are
8 in red. Because that would have the biggest impact in
9 the '24 election.

10 Thank you.

11 VICE PRESIDENT BOOTH: Thank you, Brother.

12 We are killing time here until we get this
13 resolved.

14 So anybody have a good joke they want to say?

15 **A good clean, good clean joke? Anyone?**

16 **Go ahead, Brother.**

17 DELEGATE CASEY FARNSLEY: Casey Farnsley,
18 Local 862, KTP.

19 I would just like to nominate Dana Davidson.

20 (Cheers and applause)

21 VICE PRESIDENT BOOTH: Hey, Brother, hey,
22 Brother, I have to call you out of order.

23 (Laughter)

24 VICE PRESIDENT BOOTH: Now, do we have any
25 nominations for Daffy Duck? I think that was the other

1 one. Wasn't it?

2 All right. All right. Sorry. I didn't mean
3 to do that to you.

4 At this time, I will call up Shawn Fain.

5 PRESIDENT FAIN: All right. So we will now
6 bring up Resolutions Committee Chair Todd Dunn and
7 Ralph Walsh.

8 DELEGATE RALPH WALSH: I'll make this short.
9 In conclusion, again, my name is Ralph Walsh. I'm out
10 of 276 in Arlington, Texas, under the strong leadership
11 of Tim Smith, Assistant Director, George Palmer,
12 Junior, 276 President Mike Cartwright, and Chairman
13 Kenney Hines.

14 In conclusion, the resolutions contained in
15 this book describe our union's bargaining priorities to
16 guide us in our individual negotiations.

17 Collectively, they stand as a statement of
18 our union, our values, our accomplishments, our needs,
19 and our aspirations. They reflect the contributions of
20 all the members who have come before us who helped
21 establish industry standards, safety language, rights
22 for women, and the countless contract clauses that
23 improve the quality of life for all UAW members. This
24 resolution is presented to the Special Collective
25 Bargaining Convention for discussion, debate, and vote

1 of the delegates to the convention.

2 It is a bargaining agenda built by UAW
3 members for UAW members. We know that member
4 expectations are high in 2023 and beyond. Our members
5 were the frontline workers who kept businesses and
6 offices open during the pandemic. Our members have
7 sacrificed in lean times and deserve their share of the
8 prosperity.

9 Yet, we also know employers continue to fight
10 our members at the table and deny others the right to
11 freely organize.

12 The conditions under which we bargain may
13 have changed. But the attitudes of employers have not.
14 It is up to us, working collectively at this convention
15 and in our Local unions, to build solidarity in the
16 ranks and for the contract fights ahead. Our
17 Collective Bargaining Agreement sets standards across
18 multiple industries. And we must continue to build on
19 that strong foundation. Our members demand it. And
20 our members deserve no less. Let us start building our
21 tomorrow today.

22 Is there a motion?

23 Appreciate it.

24 (Motion made)

25 (Motion supported)

1 DELEGATE TODD DUNN: All right. We will move
2 forward to the close. And if you all see my wife, I
3 guess the joke of the day is I told her that I killed
4 it. So if you see her, say Todd killed it. She is my
5 employer. And it will make me feel good for the rest
6 of my trip.

7 (Laughter)

8 DELEGATE TODD DUNN: No. I love you all.
9 So one of the things as a president, and
10 going up through leadership and just trying to be
11 humble, right, and be mindful and have spiritual
12 guidance, mine is God, and it doesn't hurt to ask for a
13 tune-up or help. I am living proof. I am going to say
14 living proof. I am here on planet Earth because I am
15 living proof. And that leadership is not an
16 opportunity. It is a true way of life that we choose
17 as leaders for these individuals that we represent in
18 this wonderful institution.

19 These retirees that are here before us today
20 have paid the ultimate price. And they are still with
21 us trying to share their wisdom and guidance.

22 So I am so proud to have you here today.
23 Thank you. We all love you.

24 (Applause)

25 DELEGATE TODD DUNN: At this time, I would

1 like to thank my regional Director Tim Smith for
2 entrusting me with the honor and opportunity to serve
3 on the Resolutions Committee. My hope is that I have
4 served the committee and UAW Region 8, as well.

5 I would also like to thank the Resolution
6 Committee for the honor and privilege to serve as a
7 chairperson, and the forever bond that we have created.
8 There are friends. There is family. And there are
9 friends from this committee that I have become family
10 with.

11 I honor and love you all.

12 (Applause)

13 DELEGATE TODD DUNN: To our mentors,
14 Cassandra Shortridge, my sister Tiffany Rice, and this
15 one here has just got to get a little special uh-huh
16 from me, International Officer, Secretary, and genuine,
17 devoted, loving, and just one solid human being, Tia
18 Darden, I thank her. And she gave me no money to say
19 that. Just love.

20 And Bill Kargus, and Niraj Ganatra, and James
21 Britton, the resolution committee would like to thank
22 you for your leadership and patience. Truly, thank you
23 for the leadership.

24 We also want to acknowledge your past,
25 current, and future leadership support as we leave

1 these proceedings, with one vision, one membership, and
2 one union building our tomorrow today. It starts
3 today, when we walk out of this room together. Today.

4 (Applause)

5 DELEGATE TODD DUNN: At this time, I move for
6 adoption of the 2023 Special Convention Bargaining
7 Resolutions. And there will be a motion entertained.

8 And our wonderful Chair, President Fain.

9 Is there a motion?

10 (Motion made)

11 PRESIDENT FAIN: Okay. We have had a motion
12 to adopt the 2023 Bargaining Resolutions as an amended.

13 And is there support?

14 (Motion supported)

15 PRESIDENT FAIN: All right. All those in
16 favor, signify by saying aye.

17 All those opposed?

18 Looks like the ayes have it.

19 (Motion carried)

20 PRESIDENT FAIN: All right.

21 So I would now like to dismiss the
22 Resolutions Committee, the Credentials Committee, and
23 the Rules Committee.

24 Thank you all, again, for the hard work that
25 you all put in this process. These people put a lot of

1 hours into this to make this as good as it has been
2 here.

3 And if you would, I am going to have a motion
4 to adjourn the convention.

5 But just so you guys know right before we
6 leave here, if you would, let's all rise together, and
7 we are going to do our anthem, Solitary Forever. So I
8 will entertain a motion to adjourn the 2023 Bargaining
9 Convention.

10 (Motion made)

11 PRESIDENT FAIN: All right. Motion.

12 Second.

13 (Motion supported)

14 PRESIDENT FAIN: So all those in favor,
15 signify by saying aye.

16 All right. Those opposed?

17 (Motion carried)

18 PRESIDENT FAIN: All right. So meeting is
19 adjourned. Thank you all.

20 (Proceedings concluded at 2:17 p.m.)

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