



# **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           (Appause)  
3           Region 9A Director, Brandon Mancilla.  
4           (Appause)  
5           Vice President Chuck Browning.  
6           (Appause)  
7           Vice President Mike Booth.  
8           (Appause)  
9           Vice President Rich Boyer.  
10          (Appause)  
11          Secretary-Treasurer Margaret Mock.  
12          (Appause)  
13          President Shawn Fain.  
14          (Appause)  
15          Your UAW International Executive Board.  
16          Please welcome UAW Region 1A Director Laura  
17          Dickerson.  
18          (Appause)  
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   (Appause)

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                  (Appause)

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  
transcription of said proceedings.



Rhonda M. Foster,

CSR 3612

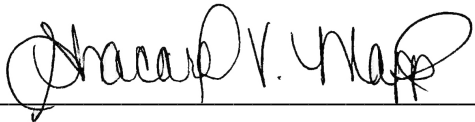
Notary Public

My Commission Expires: 3-11-2027

## 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 Glynnes 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 contrasts.

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   (Appause)

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 UAWD 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 UAWD.org, back slash, student workers.

20 VICE PRESIDENT BOOTH: Sister, please finish  
21 your thought, please.

22 DELEGATE NATALIE JAMES: That is UAWD.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   expedited 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.)

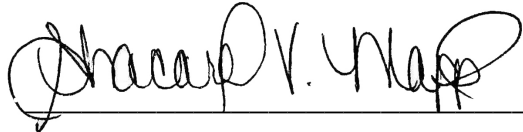
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## CERTIFICATE OF NOTARY

STATE OF MICHIGAN )  
 ) SS  
COUNTY OF MACOMB )

I, Shacara V. Mapp, Certified Shorthand  
Reporter, a Notary Public in and for the above county  
and state, do hereby certify that the above deposition  
was taken before me at the time and place hereinbefore  
set forth; that the witness was by me first duly sworn  
to testify to the truth, and nothing but the truth;  
that the foregoing questions asked and answers made by  
the witness were duly recorded by me stenographically  
and reduced to computer transcription; that this is a  
true, full and correct transcript of my stenographic  
notes so taken; and that I am not related to, nor of  
counsel to either party, nor interested in the event of  
this cause.



Shacara V. Mapp, CSR-9305

RPR, FCRR, CRR, RMR

Notary Public,

Macomb County, Michigan

My Commission expires: 07-25-2024

1 CERTIFICATE OF REPORTER

2

3 STATE OF MICHIGAN )

4 ) SS

5 COUNTY OF ST. CLAIR )

6

7 I HEREBY CERTIFY that I reported  
8 stenographically the foregoing proceedings and  
9 testimony under oath at the time and place hereinbefore  
10 set forth; that thereafter the same was reduced to  
11 computer transcription under my supervision; and that  
12 this is a full, true, complete and correct  
13 transcription of said proceedings.

14

15

*Rhonda M. Foster*

16

17

\_\_\_\_\_  
Rhonda M. Foster,

18

CSR 3612

19

Notary Public

20

My Commission Expires: 3-11-2027

21

22

23

24

25



**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.)

21

22

23

24

25