

EMPOWERED WOMEN

BUILDING AN EFFECTIVE WOMEN'S COMMITTEE



**UAW
WOMEN'S DEPARTMENT**



EMPOWER UNIONS



COURSE OBJECTIVES

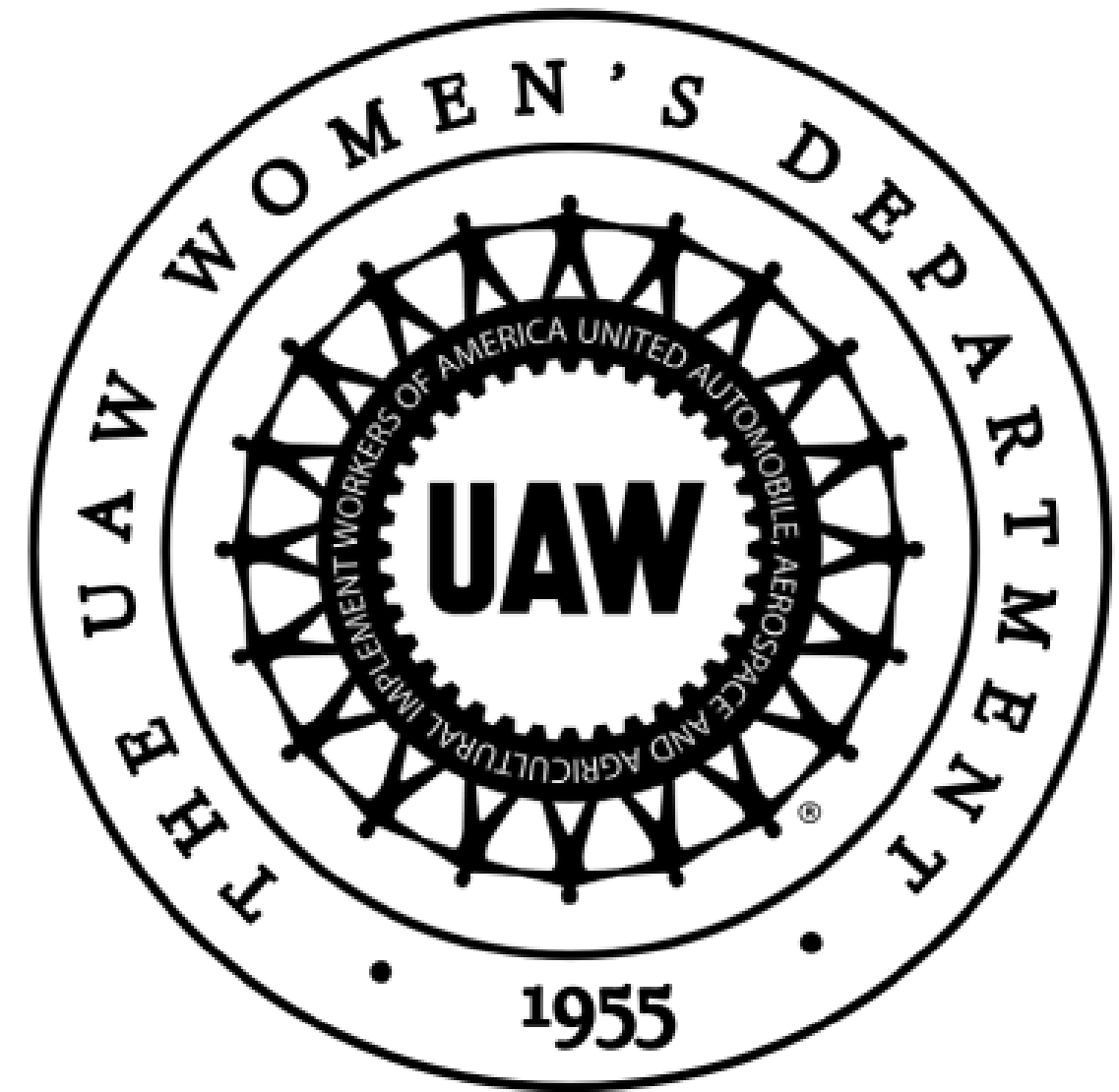


- 👥 Be able to establish your Local Union Women's Committee.
- 👥 Know the purpose of a Local Union Women's Committee.
- 👥 Obtain knowledge of the Roles and Responsibilities of Women's Committee.
- 👥 Be able to connect the Women's Committee to the goals and objectives of your Local Union and the Labor Movement.
- 👥 Be able to recruit and engage members.



**OUR HISTORY AS
UAW WOMEN
IS ONE OF ACTIVISM!**

THE BASICS



QUICK

**What document and article gives the
authority to have Local Union
Standing Committees?**

QUESTION



CONSTITUTION
OF THE UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW
ADOPTED AT THE 38TH CONSTITUTIONAL CONVENTION | JULY 2022

The Constitution, our governing document, the highest law of our Union which outlines the day-to-day operations of our Union.

ARTICLE

44

The Local Union shall have the following ten Standing Committees:

Constitution and Bylaws, Organizing, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women's Committee, and any other such committees as they deem necessary



STANDING COMMITTEES

The Standing Committees of the Local Union are the “tools” through which the Policies and Programs of the UAW are put to work.

They reflect the role that the Union plays in the greater movement for social and economic justice for all workers.



STANDING COMMITTEES



Build Solidarity



Encourage Members to be Active in their Union



Provide Communication Links



Encourage Members to become Politically active



Work with other Standing Committees



Work with UAW Coalition Partners (for example, CLUW)



COALITION OF LABOR UNION WOMEN



Olga Madar

OLGA MADAR

**First woman on the
International Executive
Board of the UAW.**

**One of the founders and
the first president of
Coalition of Labor Union
Women (CLUW)**

Be sure to join CLUW!



HISTORY OF THE UAW WOMEN'S DEPARTMENT

The **UAW WOMEN'S DEPARTMENT** was established by the delegates of the 15TH UAW Constitutional Convention in 1955 to help address the problems of discrimination against **WOMEN** in **HIRING, PAY, PROMOTION, TRAINING** and **SENIORITY PROTECTION**

The **WOMEN'S COMMITTEE** was not always a standing committee.

The Constitution was amended to include and establish the **WOMEN'S COMMITTEE** at the 18TH Constitutional Convention in 1962



WHY WAS THE CONSTITUTION AMENDED?



Women were not allowed to have a Women's Committee in their Local Unions.



Women DID NOT have a voice in the Union.



There were no WOMEN in leadership positions.



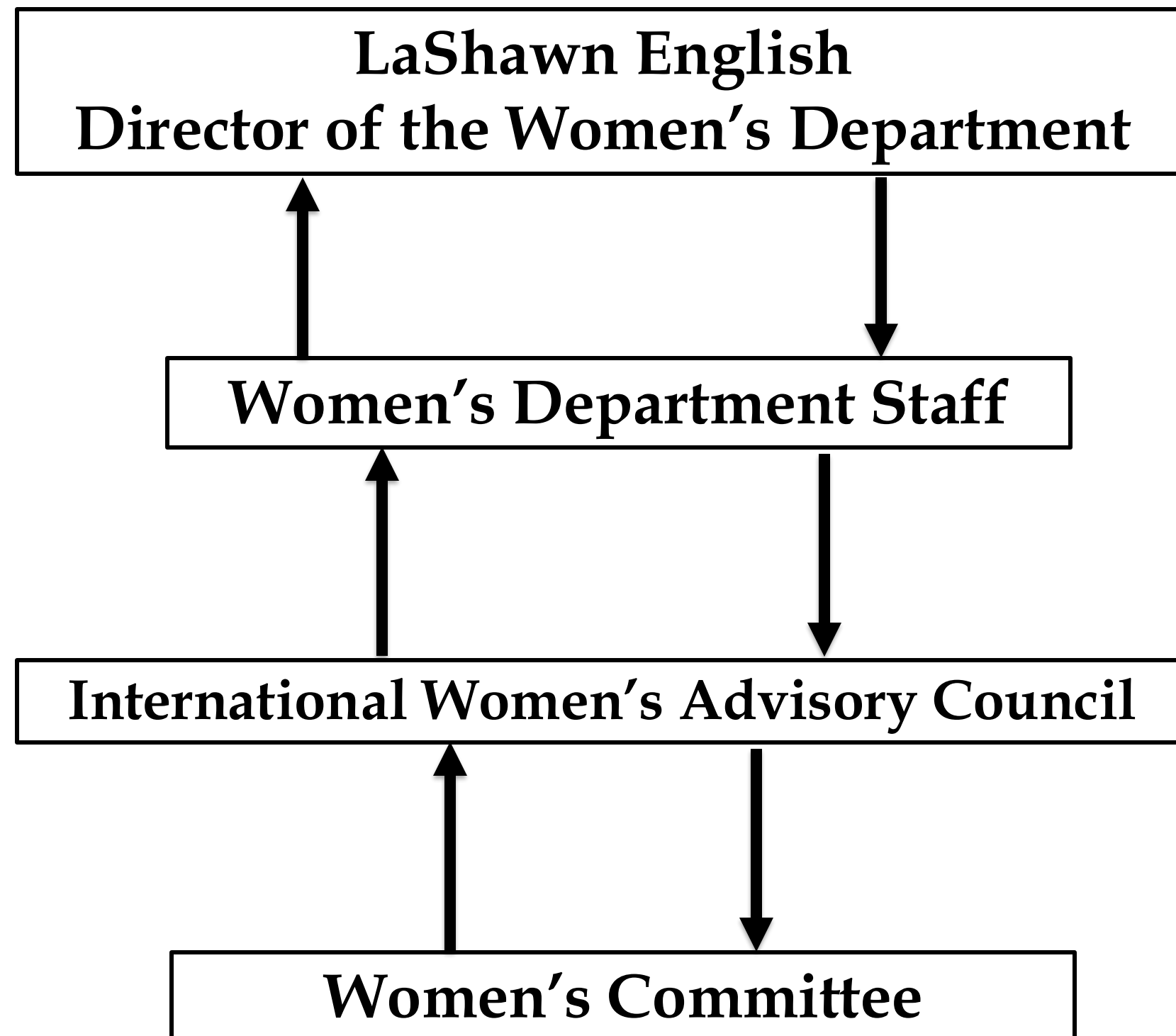
Women's issues were NOT being discussed.

WOMEN'S DEPARTMENT MISSION

The mission of the Women's Department is to work to alleviate the inequities created by race and class while continuing to address gender injustice as it relates to discrimination in hiring, pay, promotion, training, seniority protection, and retention in the workplace.

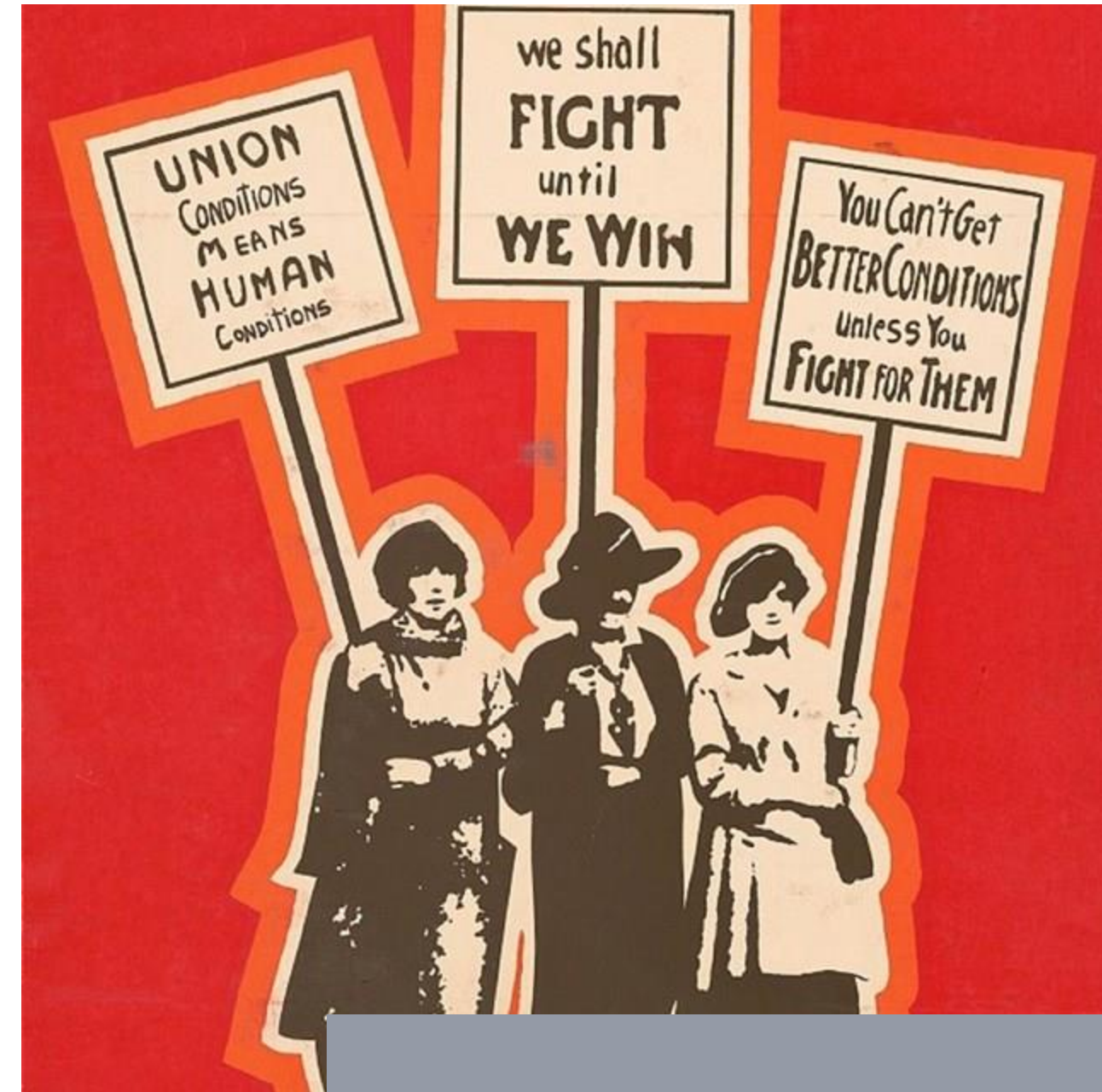


WOMEN'S DEPARTMENT STRUCTURE



ARE WOMEN ACTIVISTS?

**UAW Women continue to
campaign to bring about
Political and Social change.**



WAYS WOMEN CAN ENGAGE IN ACTIVISM



LOBBY FOR
POLICY



RUN FOR
ELECTION TO
IMPLEMENT
CHANGE



SUPPORT
POLITICIANS
WHO
SUPPORT
THE POLICY
CHANGE
YOU WANT
TO SEE



EDUCATE
OTHERS ON
THE TOPICS
(HOLD
WORKSHOPS,
TOWN HALL
MEETINGS
ETC.)



SET UP A
LETTER
WRITING
CAMPAIGN





ARE WOMEN'S COMMITTEES STILL NEEDED?



There are still many unresolved issues that affect women today



Needed to inform and educate



Needed to promote and lobby for better laws and policies



**Educate and
Advocate**

**Build Skill and
Confidence**

**Provide
Leadership**

Inform

**Encourage
Involvement**

**Promote
Activism**

PURPOSE OF WOMEN'S COMMITTEES



GOALS OF WOMEN'S COMMITTEES

SUPPORT UAW WOMEN IN THEIR LEADERSHIP DEVELOPMENT AND POSITIONS

ENCOURAGE SISTERS TO RUN FOR ELECTED POSITIONS

MENTOR OTHER UAW WOMEN TO BE THE NEXT LEADERS

NETWORK

SUPPORT THE GOALS OF OUR UNION

HIGHLIGHT AND HELP RESOLVE THE PROBLEMS OF WOMEN WORKERS



Getting Started



GET

Support from your Union Leadership

TALK

Co-workers who may be interested

ASK

Personally ask members to join!

DEFINE

Define the tasks and responsibilities

EMPHASIZE

Importance of being a part of the committee

CONSIDER

Diversity to bring value and perspective



OFFICERS



**Local Union President
is an Ex-Officio
member of all
committees in the
Local Union**

Chairperson

Co-Chair

**Recording
Secretary**

**Financial
Secretary**

**Committee
Members**



Chairperson

LEAD WITH VISION

.....

Conduct the meeting following Robert's Rules of Order

.....

Prepare an agenda for the meeting

.....

Follow-up between meetings

.....

Submit plans and proposals to union leadership

.....

Communicate with union leadership

.....

Can vote only if there is a tie vote

NOTE: The Chair may be elected or appointed. Consult your Local Union Bylaws.



AGENDA

UAW LOCAL WOMENS COMMITTEE



Agenda

Date: January 12, 2022

Location: Conference Call

Time: 11:00 AM EST

Meditation

Call to Order

Roll Call

Approval of Previous Meeting Minutes

Old Business

➤ Christmas Gathering

- ✚ What went right?
- ✚ What went wrong?
- ✚ Feedback for improvement

➤ Assisting Education Committee with Lunch & Learn

- ✚ Coordinating with education chair
- ✚ Need volunteers to help distribute food

New Business

➤ Women's History Month Ideas

- ✚ Have a presentation during the Union Meeting
 - Inform members of the history of women's activism in the UAW

Good & Welfare

Adjournment



EXAMPLE

Co-Chair

SUPPORT THE VISION

.....

Presides in the absence of chairperson

.....

Assists chairperson with duties



Recording Secretary

SUPPORT THE VISION

.....

Keeps accurate records of each meeting

.....

Assists chairperson in preparing agenda

.....

Keeps a calendar of events

.....

Notifies committee members of meetings

.....

Receives and responds to any correspondence

.....

Keeps attendance of officers and members



CALENDAR



EXAMPLE

February

2022

UAW WOMEN'S COMMITTEE CALENDAR

JOIN US FOR OUR SWEETHEART DANCE

Our sweetheart dance on Saturday February 19, 2022, will raise money for the March of Dimes, we are working with the CAP Committee to also pull in a legislative ask.



Upcoming Events: Women's History Month Celebration, Sunday, March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9 <u>Committee Meeting (3:30 pm)</u>	10	11	12
13	14	15	16	17	18	19 Sweetheart Dance (2pm-6pm)
20	21	22	23	24	25	26
27	28					

Financial Secretary

SUPPORT THE VISION

.....

Receives and records all monies raised by the committee

.....

Maintains a record of all financial transactions of the committee

.....

Keeps current with legal requirements for fund raising activities

.....

Turns over all money to the local union financial secretary and receives a receipt stating the amount and date of transaction.

Works with the Local Union Financial Secretary to avoid any issues.



Committee Members

SUPPORT THE VISION

.....

Be part of the team

.....

Attend and participate in committee meetings

.....

Identify issues that may be of interest

.....

Make recommendations for projects

.....

Help ensure that projects are completed successfully

.....

Educate yourself

Remember **all committee
members
work for
the greater good
of the membership**



FUNDRAISING

SUPPORT THE VISION

The Women's Committee
is not to be the
fundraising arm
of the union

Money cannot remain in
the women's
committee's possession

Fundraising projects
should have a purpose
and a **legislative ask**.

Many women's
committees do not
raise money at all





RECRUITMENT



“A Woman’s Best Friend is her Union”





SUCCESSFUL RECRUITING STARTS WITH WHY

.....

**THE ISSUE MATTERS AND HOW
TAKING ACTION CAN MAKE A
DIFFERENCE**

.....

**BUILDS A SENSE OF TEAMWORK
AND COMMUNITY BY FOCUSING
ON PERSONAL CONCERNS**

.....

**LAY OUT A CLEAR PLAN OF
ACTION THAT PROVIDES MANY
OPPORTUNITIES TO CONTRIBUTE**





START WITH YOUR WHY?

THINK ABOUT IT
REMEMBER YOUR WHY



I GOT INVOLVED BECAUSE...?



I'M A WOMAN



I WAS FRUSTRATED



I WANTED TO BE INVOLVED



SOMEBODY ASKED ME



I HAVE A FRIEND ON THE COMMITTEE



I HAVE A MOTHER, A DAUGHTER, A WIFE – THEIR ISSUES ARE MY ISSUES

THE ASK



- ☑ **ASK FELLOW UNION MEMBERS TO JOIN YOUR COMMITTEE**
- ☑ **ABOUT THE ISSUES THAT CONCERN THEM**
- ☑ **MAKE IT PERSONAL; SHARE YOUR STORY**
- ☑ **ASK FOR THEIR INPUT, OPINION, AND THOUGHTS**



BEST PRACTICES



- ☑ **GET TO THE POINT AND LISTEN FOR THEIR “WHY”**
- ☑ **EDUCATE THE MEMBER**
- ☑ **DESCRIBE THE PURPOSE OF THE ACTIVITY**
- ☑ **SHARE THE REASONS WHY YOU ARE INVOLVED**
- ☑ **DESCRIBE THE ACTIVITY IN DETAIL – BE SPECIFIC**
- ☑ **INCLUDE THEIR “WHY” IN THE CLOSING**

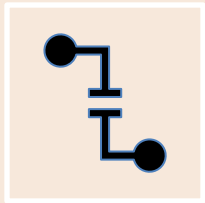
VOLUNTEERS



WHY DON'T PEOPLE VOLUNTEER?



MEMBERS DON'T THINK IT MATTERS/APATHY



FEELING DISCONNECTED FROM THEIR UNION



EVERYONE FEELS THEY DON'T HAVE THE TIME



WHY PEOPLE VOLUNTEER?

THEY WANT
TO MAKE A
DIFFERENCE

PERSONALLY
ASKED TO
HELP

INTERESTED IN
THE TOPIC OR
SERVICE





PREPARE YOUR VOLUNTEERS

- ☑ **TIMING AND LENGTH OF THE VOLUNTEER ACTIVITY**
- ☑ **WHAT SPECIFIC KNOWLEDGE THE VOLUNTEER NEEDS**
- ☑ **WHAT SPECIFIC SKILLS THE VOLUNTEER NEEDS**
- ☑ **WHAT TRAINING WILL BE OFFERED TO THE VOLUNTEER**
- ☑ **IF THE ACTIVITY ENTAILS TALKING TO PEOPLE, WHOM WILL THEY BE TALKING TO**
- ☑ **WHERE THE ACTIVITY TAKES PLACE**
- ☑ **OTHERS WHO WILL BE INVOLVED IN THE ACTIVITY**



COMMUNICATION PLAN

FOR MEETINGS, EVENTS
OR RECRUITMENT



UNION MEETINGS

IN THE WORKPLACE

BY EMAIL

BY TEXT

BY SOCIAL MEDIA

SOCIAL MEDIA

BEST PRACTICES



POSTINGS

SHOULD OCCUR AT LEAST
THREE TIMES A WEEK. KEEP
THEM BRIEF ALWAYS INCLUDE
DAY, DATE AND TIME.



FEEDBACK

PROVIDE USEFUL AND TIMELY
FEEDBACK ON POSTS.



BE CREATIVE

KEEP TRYING DIFFERENT
THINGS.



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www.uaw.org/women

EMPOWERED WOMEN

THANK

The Women's Department

YOU!

EMPOWER UNIONS

