



STAND WITH THE UAW

FIGHT FOR THE WORKING CLASS

For the past 90 years, UAW workers have fought to build the American Dream from the factory floor up. What started as a small group of autoworkers fighting for dignity on the job in the 1930s has grown into a union of over one million active and retired workers fighting for our core issues that unite workers across sectors and zip codes. As corporate greed and divide-and-conquer politics have tried to strip us of our dignity, power, and economic security, UAW members are fighting to take back the American Dream and guarantee living wages, quality health care, a dignified retirement, and time off the job for all.

STAND UP FOR OUR CORE ISSUES

WAGES

UAW members have fought at the bargaining table in every sector to raise wages and standards, end wage tiers, and ensure equal pay for equal work. But our jobs are under attack from constant threats of plant closures and offshoring, funding cuts, and layoffs. We're fighting to make sure everyone has a good, secure, union job with a living wage that restores the American Dream.

This year, the United States-Mexico-Canada Agreement (USMCA) is up for review. For decades, trade deals have left workers behind and were designed to create a race to the bottom, encouraging companies to chase the lowest wages. We have witnessed nearly 5 million manufacturing jobs disappear, 90,000 plants closed, and countless communities destroyed across the country. America's domestic manufacturing base and the labor that powers it will not survive another decade of free trade. After the failures of NAFTA and the USMCA, the UAW is leading the fight for a future where workers are at the center of a trade policy that protects American jobs and invests in blue-collar communities. We will not accept anything less.

In 1978, CEOs made 31 times as much as the typical worker. Today, CEOs make nearly 281 times as much as the typical worker.

TAKE ACTION NOW: Stop the global race to the bottom and support the **UAW'S USMCA demands.** We are demanding a new worker-first trade deal that:

- **Prioritizes job security:** We need "build here to sell here" requirements so that companies that sell in America must commit to good jobs here and face penalties for offshoring.
- **Strengthens enforceable labor rights for all workers:** We can't let corporations pit us against each other. The new deal must expand labor rights and enforcement across the continent.
- **Guarantees equal pay for equal work across borders:** We need a North American manufacturing wage floor to lift up all workers.

HEALTH CARE

Every year, health care costs go up, while more people get sick or have to decide between seeing a doctor and going bankrupt. Our corporate health care system is a trap - it robs workers of dignity, drives down care quality, and leaves too many of us behind. But UAW members know that everyone deserves health care. That's why we support Medicare for All, and urge our elected officials to expand Medicare and Medicaid as we work towards universal, single-payer health coverage.

In 2023, 43% of those with employer health coverage said it was very or somewhat difficult to afford their health care.

TAKE ACTION NOW: Cosponsor the **Medicare for All Act (H.R. 3069 / S. 1506)** introduced by Senator Sanders (VT), Representative Jayapal (WA-07) and Representative Dingell (MI-06) to guarantee comprehensive health care coverage to all.

RETIREMENT SECURITY

Nearly 50% of older adults today do not have any retirement savings.

Over the last 50 years, corporations have slashed and raided workers' hard-earned pensions, shifting the funds into corporate profits and lavish CEO retirement packages. Among workers who do have retirement plans, many employers have shifted to defined contribution plans like 401(k)s that shift all the economic risk to workers. We're fighting to make sure everyone can retire with dignity. This means we expect our elected officials to work to expand and strengthen social security – including by supporting efforts to lift the cap on the Social Security payroll tax and opposing attempts to cut benefits or privatize Social Security – and to support efforts to guarantee access to defined benefit pension plans.

TAKE ACTION NOW: Cosponsor the **Pensions for All Act (S. 2335)** introduced by Senator Sanders (VT) to ensure workers have access to a defined benefit pension plan at least as good as the one offered to Members of Congress.

Representative Ramirez (IL-03) will soon introduce the Pensions for All Act in the House.

TIME OFF THE JOB

In 2023, 73% of civilian workers did not have access to paid family leave.

Despite unprecedented technological progress and historic gains in productivity, too many American workers are still working 70 or 80+ hour weeks while living paycheck to paycheck. Everyone deserves a life off the job and the ability to care for ourselves and our loved ones in times of need. In our contracts and in Congress, the UAW is fighting for shorter workweeks with no loss in pay, worker control over new technologies like AI that threaten further disruption, paid family and medical leave, paid sick leave, and living wages and benefits so that one job is enough.

TAKE ACTION NOW: Cosponsor the **FAMILY Act (H.R. 5390 / S. 2823)** introduced by Senator Gillibrand (NY) and Representative DeLauro (CT-03) to guarantee up to 12 weeks of paid family and medical leave to all workers.

For decades, Corporate America has waged a war on the working class. Elected officials have the power to help turn the tide. But standing with us is more than just the bills you cosponsor – **it's about your actions back at home in our communities.** To rebuild the American Dream, we need elected officials to pick a side in tough fights, whether we're organizing our workplaces to fight for fair wages and better working conditions or when we're negotiating our contracts to secure those protections and improvements. Staying silent is choosing a side, and it's not ours.

JOIN US. STAND UP. SPEAK OUT.

- **Push back** publicly and privately against union busting, plant closures, layoffs, and corporate greed.
- **Publicly support** our organizing efforts and urge employers to adopt positions of neutrality.
- **Reject anti-union rhetoric** in public and private. Recognize that the union is the workers, and that workers deserve your support any time they choose to exercise their basic workplace rights.
- **Understand our demands** at the bargaining table. Urge employers to negotiate a fair deal in good faith.
- **Show up** when workers ask you to – to worksites, union halls, press conferences, picket lines, etc.

STAND WITH WORKERS: PICK A SIDE

