



SUMMER 2026

SOLIDARITY

THE MAGAZINE FOR UAW MEMBERS AND OUR FAMILIES



MAKING
HISTORY AT
VOLKSWAGEN





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A Message from the President

SHAWN FAIN, PRESIDENT INTERNATIONAL UNION, UAW



ON FEBRUARY 19 of this year, autoworkers at Volkswagen in Chattanooga, TN, made history by ratifying their first-ever union contract by 96 percent.

After over a decade of organizing, these workers officially joined the UAW family and won a contract that will deliver life-changing raises, affordable healthcare, and job security for thousands of families.

They're just a few thousand of the tens of thousands who have taken the leap to join our union over the past few years.

From New York University faculty to workers who build roofing systems for Webasto in Detroit, our union is growing. As we grow our ranks, we also grow our power. We say that organizing and bargaining go hand in hand. The more members we have in our union, the more leverage we have at the bargaining table. And the more we win strong contracts, the more workers will want to join the UAW.

Alongside our big organizing victories, we're seeing members wage big contract fights, from American Axle in Region 1D to Woodward MPC in Region 4. Shops that have felt left behind and ignored by corporate America are making themselves heard, running contract campaigns that deliver real results.

We've got a lot of momentum. The question for us as a union is, what are we going to do with it?

As we head into our Constitutional Convention, we must understand that this is our generation's defining moment. It's up to all of us to define it — together.

In Solidarity,

Shawn Fain

UAW MEMBERS WIN BIG AT VW



Volkswagen Members Ratify Historic First Contract

“WHO ARE WE? UAW!” That was the chant in Chattanooga, TN, on February 19 as UAW members at Volkswagen voted by 96 percent to approve the first-ever contract at a foreign-owned assembly plant in the South.

The 3,000-plus VW members won a groundbreaking contract that delivers 20 percent wage increases, reduced healthcare costs, COLA, job security guarantees, an enforceable grievance procedure, and much more.

The victory at Volkswagen is the culmination of a decade-long organizing effort at the facility. The successful organizing vote in April 2024 was actually the third union election at the plant since 2014.

The workers never gave up, and the UAW never gave up on them. Our organizers stayed on the ground to keep providing support. And so as pay and benefits stagnated over the years — even while VW racked up record profits — the workers kept fighting to win the dignity and respect they deserved.

“We realized that the working conditions could be a lot better,” VW worker Victor Vaughn said before the 2024 vote. “We take pride in what we do, but we don’t have a voice in how we operate.”

**Volkswagen, UAW Agree
to 20% Wage Hike for
Tennessee Plant Workers**

February 5, 2026

The autoworkers in Chattanooga also saw UAW members take on the Big Three during the Stand Up Strike in the fall of 2023. Seeing that fresh fire in the UAW helped jumpstart organizing at VW, as the workers asked each other once again, “Why not us?”

Just because we are in the South, it does not mean that our work is worth less, that our benefits should be diminished, or that we don’t have rights,” VW worker Zach Costello said.

Within 60 days of announcing their campaign to form a union, a majority of the plant’s workers had signed union cards. It was clear the enthusiasm and energy needed to win were finally there. Just two months later, 73 percent of VW workers voted to form their union and join the UAW.

With that overwhelming vote, VW workers looked to win their first contract quickly. Unfortunately, America’s broken labor laws didn’t make it easy. The company dug in and slow-walked negotiations as much as possible in an effort to break worker morale.

Months passed with little movement by VW. The UAW filed multiple unfair labor practice charges against the company, including stonewalling negotiations and cutting a production shift without first negotiating with the union — both clear violations of the law.

By October 2025 — a year and a half after joining the union — VW workers knew something had to change. While the two parties had agreed on some issues, the company’s “final offer” still did not include affordable healthcare or the job security language needed to protect workers from plant closures, outsourcing, or a sale of the Chattanooga facility.

Contract Wins:

- ✓ **21.6% Wage Increases**
- ✓ **First-Ever COLA**
- ✓ **First-Ever Profit Sharing**
- ✓ **Annual \$2,550 Bonuses**
- ✓ **\$4,000 Ratification Bonus**
- ✓ **Enforceable Job Security Language**
- ✓ **Frozen and Reduced Healthcare Costs**
- ✓ **\$50k One-Time Retirement Bonus**
- ✓ **Improved Paid-Time Off & Holidays**
- ✓ **Plant-Wide Seniority**
- ✓ **Fair & Equal Disciplinary Process**



Workers decided it was time to give the company an ultimatum: Either negotiate a contract in good faith or face a strike. “The majority of the people I know didn’t want VW’s ‘final offer,’” worker Taylor Fugate said at the time. “They wanted to keep negotiating, and we were willing to do what it took to make that happen. We need affordable healthcare and a strong job security statement that leaves no gray area.”

A supermajority of VW workers voted to authorize a strike. They also organized rallies and practice pickets in front of the facility to show the company they were united and wouldn’t back down.

Building a credible strike threat proved to be the final push needed to force VW to meet the workers’ demands. In February 2026, the UAW and Volkswagen reached a tentative agreement—and the whopping 96% yes vote followed soon after.

“Volkswagen workers have moved yet another mountain,” UAW President Shawn Fain said after the ratification vote. “From having the courage to form their union, to having the backbone to authorize a strike and hold out for a contract that honors their worth, VW workers are leading the way for the entire labor movement and non-union autoworkers everywhere.”

For workers like bargaining committee member Yolanda Peoples, the years-long fight to win dignity at VW was a monumental challenge, but one that was absolutely worth the hard work and sacrifice: “Our victory here at Volkswagen should send a message to autoworkers everywhere: don’t let management divide you. When workers fight together — united and unafraid — we can beat the odds and win!” ■





Volkswagen Timeline

APRIL 11, 2011

First VW Passat Rolls Off the Chattanooga Assembly Line

FEBRUARY 14, 2014

Majority of Workers Sign UAW Cards, but Threats by Tennessee Politicians Leave Workers 86 Votes Short in First Union Election

JUNE 14, 2019

Workers Come Up Just 57 Votes Shy of Joining UAW after Brutal Anti-Union Campaign

APRIL 19, 2024

VW Workers Win! 73% Vote to Join the UAW!

SEPTEMBER 15, 2024

Hundreds of VW Workers and President Fain Hold Bargaining Kick-Off Rally
 March 13, 2025 – UAW Files Unfair Labor Practice Charges Against VW

OCTOBER 29, 2025

Supermajority of Volkswagen Workers Authorize Strike

FEBRUARY 4, 2026

UAW and Volkswagen Reach Groundbreaking Tentative Agreement
 February 19, 2026 – Volkswagen Workers Make History, 96% Vote to Ratify First Union Contract at a Foreign-Owned Assembly Plant in the South



IT'S OUR TURN! American Axle Members Fight for a Strong Contract

INSPIRED BY THE SUCCESS of the 2023 Stand Up Strike, workers at American Axle (also known as Dauch Corporation) are ready to make up for nearly two decades of lagging wages and benefits.

On March 29, Local 2093 members laid out their demands at a contract kick-off rally in Three Rivers, MI, with UAW President Shawn Fain, Region 1D Director Steve Dawes, Assistant Director Scott Zuckschwerdt, Lt. Gov. Garlin Gilchrist, and other labor and community allies.

Member demands include solid wages and profit sharing, better healthcare, stronger retirement, job security, and no concessions.

During the Great Recession in 2008, workers at American Axle made major sacrifices to save the facility from closure. Many long-time workers who were making as much as \$29 an hour in 2008 saw their wages slashed to \$14.50. Eighteen years later, workers have yet to make up all that lost ground, with wages at American Axle currently topping out at \$22

an hour after a five-year progression. Inflation-adjusted wages are just half of their pre-2008 levels.

Meanwhile, since 2022, as a Tier 1 parts supplier to General Motors, American Axle has generated \$2.9 billion in profits. Over that time, the company's CEO has been paid \$47.9 million, with the top five executives receiving nearly \$100 million in compensation. At the same time, UAW members at the Three Rivers plant struggle to afford basic needs and some are even forced to sleep in their cars. ■

*"Mark your calendars for May 31, 2026, because we have two options: We can either have a square deal, or, as your Local 2093 committee likes to say, we can square s*** up. We're done living to fight another day. Another day is here, that day is today. This is the fight."*

—UAW President Shawn Fain speaking to American Axle workers at the rally on March 29, 2026



MOMENTUM IN MICHIGAN

Workers in the Auto Supply Chain are Organizing With the UAW

MICHIGAN IS NOT JUST THE HOME of the Big Three. It's also home to hundreds of independents, parts and supplier shops in the auto supply chain. Tens of thousands of workers in those plants are UAW members. But as many as 50,000 more auto supply chain workers in Michigan are non-union.

Our three Michigan regions are working hard to change that.

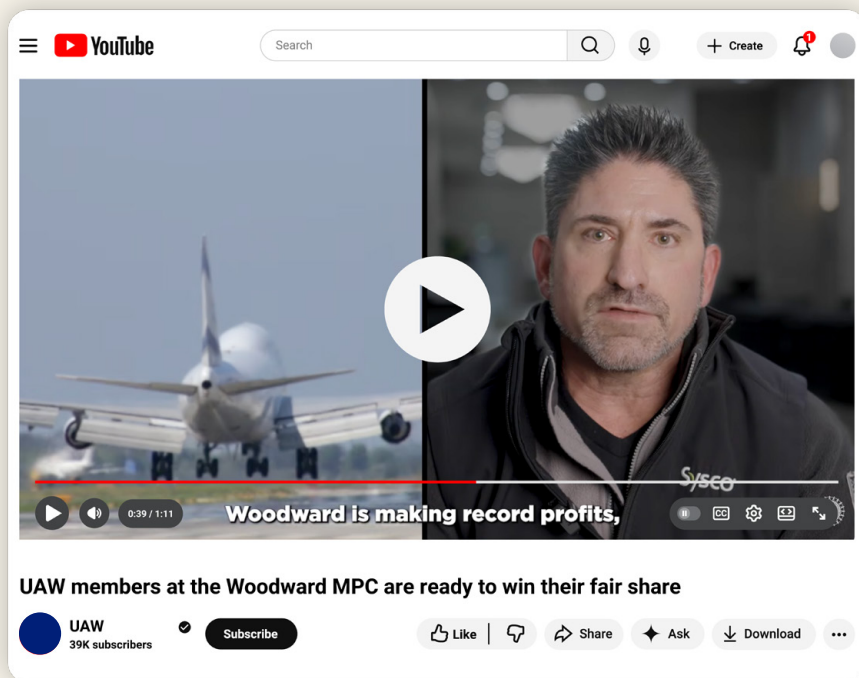
On March 31, Webasto Detroit workers voted by a 2-to-1 margin to join the UAW. Webasto workers at the Detroit location make hard-top roofs for Ford Broncos. Voting 276-to-133 to join the UAW, they sent a strong message to management that they are going to end favoritism, bullying, and overwork at Webasto.

The very next day, Ground Effect workers in Flint voted for the UAW, overcoming a brutal anti-union campaign led by one of the worst union-busting firms. Ground Effects workers produce spray-on truck bed liners and other after-market customizations.

In just 24 hours, 700 auto supply chain workers in Michigan joined our union. And this is just the beginning. Workers at other shops are actively organizing in all three regions.

Now, we're working on a campaign to scale up supply chain organizing throughout Michigan. ■

SEE OUR WOODWARD MEMBERS IN ACTION



FLYING HIGHER IN AEROSPACE

800 Workers at Woodward MPC Unite With the UAW To Win Their Fair Share

OVER 800 WORKERS at Woodward MPC in Niles, IL, build aerospace and defense products that make the company billions of dollars. For decades, they were members of an independent union that struggled to win fair contracts. But after seeing UAW aerospace shops like Rolls Royce and GE Aviation win record contracts, the members of the Woodward MPC Union decided to join forces with the UAW and voted to affiliate as Local 5101.

Woodward is a multibillion-dollar company, and profits are way up. CEO Chip Blankenship made \$10.5 million in 2025. Meanwhile, some of the work-

ers who generate those profits are living out of their cars and have gone years without a raise, as the company refuses to bargain a new contract.

Now Local 5101 members are getting organized and fighting back. Hundreds of workers have joined in Red Shirt Wednesdays, parking lot rallies, and sticker actions to show the boss they're ready to stand together for a fair contract.

The UAW International, the Aerospace Department, and UAW Region 4 have their back every step of the way. ■

TO LEARN MORE DOWNLOAD THE MERCEDES REPORT HERE



MERCEDES-BENZ TAKES THE LOW ROAD

The UAW and Mercedes Workers Fight to Put the Company Back on Track

THE UAW RESEARCH DEPARTMENT recently released a report detailing the many labor rights violations Mercedes-Benz has committed in the United States since its workers started organizing with the UAW in 2023.

Back in Germany, Mercedes-Benz has long touted itself as a model corporate citizen. The company has a lengthy set of principles that are supposed to protect workers' rights at its facilities around the world. That's what the company claims in Germany, but its actions in the U.S. tell a very different story.

The U.S. National Labor Relations Board (NLRB) found merit in multiple charges that Mercedes-Benz broke the law in its campaign to stop workers from joining the UAW at its Alabama assembly plant. The violations included retaliating against union supporters, blocking workers from talking about the union, and threatening to close the plant.

The UAW report, "Mercedes-Benz Takes the Low Road," documents those Alabama charges, and it also looks closely at an ugly union-busting campaign Mercedes ran at its company-owned flagship dealership in New York City.

The report pores over evidence of the company's misconduct, profiles workers attacked by Mercedes, and lays out concrete steps to get Mercedes back on track so it abides by its own principles and U.S. labor law.

Soon after the report was released, Mercedes chose to enter a settlement agreement with the NLRB over the Alabama charges rather than face a federal trial. The UAW is still seeking justice for the New York City workers, and the organizing at Mercedes is still going strong. ■

COLLECTIVE POWER ON CAMPUS

OUR LATEST ORGANIZING AND CONTRACT
VICTORIES IN HIGHER ED AND BEYOND

WHILE THE UAW'S ROOTS lie in the auto industry, our union has, for decades, successfully organized thousands of workers in many sectors outside manufacturing.

From graduate workers to museum employees, white-collar workers across the country continue to join the UAW and win record-setting contracts. Here are just a few of the latest victories:

Macalester College (MUWU)

In February of last year, over 1,000 undergraduate workers at Macalester College in Saint Paul, MN, won their NLRB election by 87 percent and joined Region 4. Macalester's Undergraduate Workers' Union (MUWU) is the first undergraduate union in Minnesota and the largest private-sector undergraduate union in the country.

"The UAW is a very, very progressive, fighting union that puts a lot of power and democracy into the hands of its members. Now, we get to be a big part of that."—Joseph Polyak, MUWU-
UAW Local 5105



University of Pennsylvania (RAP-UP, GET-UP)

Overcoming a staunch anti-union campaign by the University of Pennsylvania, 4,000 Postdoctoral Scholars and Research Associates at the University of Pennsylvania (RAP-UP) voted overwhelmingly to join Region 9 last summer. In February, graduate workers (GET-UP) at the university ratified their first-ever contract by an incredible 99 percent!

"We love our jobs, but the increasing threats to international scholars coupled with inadequate compensation made a union the obvious choice. We're ready to speak in one voice for fair pay, better job security, and a more equitable university."—Emily Perkins, RAP-UP



MET Museum

In January, nearly 1,000 staff workers at the Metropolitan Museum of Art in New York City voted 76 percent in favor of forming a union and joining Local 2110 in Region 9A.

The organizing victory was a years-long effort for workers looking to address longstanding issues at the museum, such as pay disparities, insufficient job security, and increasing workloads.

“By unionizing, we aren’t just protecting our own jobs – we are building a collective voice to ensure every staff member, now and in the future, gets the respect and protection they deserve.”—Stephanie Post, Local 2110

University of California (Local 4811)

In March, over 20,000 Academic Student Employees at the University of California organized practice pickets and rallies to build a powerful strike threat that won agreements that set a new standard for higher education contracts across the country.

“It’s an incredible feeling to know that when 40,000 workers have each other’s backs, we can have a say in our working conditions and ensure that our contributions are valued.”—Brianna McGuire, RPSP-UAW

New York University

Earlier this year, over 900 full-time faculty members at New York University flexed their collective muscle during a three-day strike and won a first-ever contract that provides major economic improvements and establishes important new workplace rights for all contract faculty. The historic agreement at NYU is the culmination of nearly a decade of worker organizing at the institution.

“The impact is going to benefit students and faculty and staff and the whole university. When professors have more stability in their job, that means we can do more in our classrooms and we can be true to the education and the pedagogy that follows that.”—Richard Dorritie, CFU-UAW

University of Alaska (CAUSE-UAW)

In April, staff at the University of Alaska voted by a 2-to-1 margin to form their union and join Region 6. The 1,700-plus workers are just the latest at the university to unionize, joining graduate workers (AGWA-UAW) who voted to affiliate with the UAW in 2023. ■



CAP BUILDS WORKING-CLASS POWER

1,000 UAW Members Get Together To Remake Politics and Rebuild the American Dream

THIS FEBRUARY, nearly a thousand UAW members gathered in Washington, DC, for the union’s biannual Community Action Program (CAP) Conference.

The theme of this year’s conference was “Building Working Class Power,” and that’s exactly what we did. Our members strategized about ways to organize around our issues, and then we fanned out on Capitol Hill to press our case with lawmakers.

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 members fighting to unite workers across sectors and ZIP codes.

We’ve built real power. But as we discussed at the conference, our union — and the American Dream — are under attack like never before. Every day, and in nearly every workplace, our members face corporate greed and divide-and-conquer politics that threaten to strip us of our dignity, power, and economic security.

At the CAP Conference, UAW members united around a plan to take back the American Dream by winning on our union’s four core issues: guaranteed living wages, quality healthcare, a dignified retirement, and time off the job for all.

To win on these issues, the CAP Department is dedicated to aggressively rebuilding our union’s ability to elect public officials, shape the narrative and agenda upon which candidates run for office, and be understood as an essential force to win any meaningful election.

We must strengthen our structure brick by brick, shop by shop, local by local, building strong CAP committees and councils to support a cohesive political strategy and agenda that members are driving.

As UAW members, we aren’t Republicans or Democrats; we are trade unionists. We support political leaders who have the courage to stand with us on the issues that benefit our members and the entire working class.

That is what UAW CAP is all about, and it’s what we’re fighting for as a union. ■

What We're Fighting For:

✓ Living Wages

One job should be enough, and everyone deserves a living wage without the threat of plant closures or attacks on our livelihoods.

✓ Quality Healthcare

Our corporate healthcare system is a trap designed to keep the working class down. We must expand Medicare and Medicaid and unrig the healthcare system in this country.

✓ A Dignified Retirement

We are in a retirement crisis in this country, as a majority of Americans have no retirement savings. We must bring back pensions, and bring back retiree healthcare.

✓ Time Off the Job

Everyone deserves a life off the job. We must fight for more vacation time, expanded family and medical leave, less mandatory overtime, and protections for work-life balance.

What We're Up Against:

✓ Corporate Greed

The biggest threat to the American Dream is the billionaire dictatorship over our economic and political system. If we want to win a better life for the working class, we must challenge corporate greed at every level.

✓ Divide-and-Conquer Politics

Divide-and-Conquer Politics: Time and time again, the wealthy divide the masses over single issues as the rich walk away with the loot. They use division to weaken the working class. We need a union contract that protects each and every one of us, and a social contract that does the same.



JOIN CAP!



Political Strength from the Ground Up: Join CAP!

From the Sit Down Strike to the Stand Up Strike, our union is rooted in bold, ambitious fights. UAW members have been the tip of the spear for the working class, fighting for the dignified lives our families and communities deserve, no matter the cost.

Will we be a country where working class people have a living wage, good healthcare, a dignified retirement, and time to enjoy their lives? Or will we be a society ruled by a billionaire class, where ev-

eryone else struggles to just survive? Our union can shape the answer to those questions if we decide to fight. Our strength comes from you, the membership.

If you are ready to take on this fight, speak with your local leadership about joining your CAP committee. Join with your UAW family across your state, your region, and this union to build the political power necessary to win what we deserve. ■

ENDING NAFTA 2.0

We're Leading the Fight to Overhaul Trade and Pushing Ahead on Other Issues

This summer the United States-Mexico-Canada Agreement (USMCA), is up for review. That's the 2020 trade deal that replaced NAFTA. The USMCA — or NAFTA 2.0, as we call it — never delivered on its promise to undo the NAFTA disaster.

The UAW Legislative Department is demanding a worker-first trade deal that prioritizes job security, strengthens enforceable labor rights for all workers, and guarantees equal pay for equal work across borders.

Free trade has been a disaster for working families in this country. Since NAFTA passed in 1993, we have witnessed nearly 5 million manufacturing jobs disappear, tens of thousands of plants shut down, and countless communities destroyed.

For 40 years, corporate-driven trade agreements like NAFTA drove a race to the bottom by encouraging companies to offshore our jobs — chasing the lowest wages, the worst health and safety standards, and the weakest environmental protections.

While the USMCA made some minor improvements on labor rights, it didn't go nearly far enough. Our trade deficit has continued to explode. We still face layoffs and plant closures in auto, heavy truck, aerospace, and agricultural implements.

Meanwhile, the wage gap between U.S. and Mexico also continues to grow, only increasing the incentive for corporations to close U.S. plants and relocate to poverty-wage facilities in Mexico.

The UAW is leading the fight for a future where trade policy protects American jobs and invests in blue-collar communities. ■



UAW members rally against the passage of NAFTA, 1992.

Our USMCA Demands

1) Job Security

Harsh penalties for offshoring and a requirement to “build here to sell here,” so that if companies want to sell products in America, they must build in America, with good high-paying jobs.

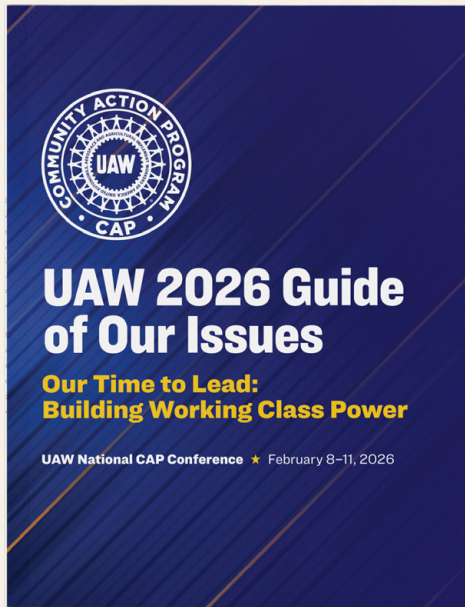
2) Strong Labor Rights for All Workers

Expanded labor rights and strong enforcement across borders, so that companies can't pit workers against each other.

3) Equal Pay for Equal Work

A North American manufacturing wage floor to lift all workers and prevent companies from exploiting workers abroad with poverty wages.

The Issues that Matter, The Guide to Get



AT THE 2026 CAP CONFERENCE, the UAW released the 2026 Guide of Our Issues, a critical tool in our battle for economic and social justice for the entire working class. This newly relaunched federal agenda contains concrete legislative priorities focused on our core issues: wages, health care, retirement, and time off. To read the 2026 Guide of Our Issues, scan the QR code below.

One of the key issues we're fighting for is retirement security. Over the last 50 years, corporations have slashed and raided workers' hard-earned pensions and retiree healthcare, shifting the funds into corporate profits and lavish CEO retirement packages.

The UAW has long led the way in fighting for a dignified retirement for the working class. As we look to 2028 and beyond, retirement security is again taking center stage—that's why we're supporting the recently introduced Pensions for All

Act, because workers should have access to a traditional pension at least as good as the one Members of Congress get. ■

GET THE
GUIDE

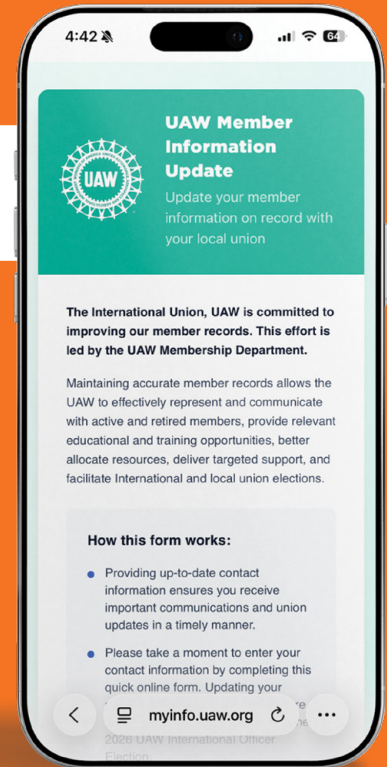




Your union. Your future. Your vote matters.

UAW Members — it's time to make sure your voice counts!

- ✓ Update or confirm your contact information
- ✓ Stay informed
- ✓ Participate in the 2026 UAW International Officer Election



Your vote is your voice — be heard!

Key Dates for the 2026 Election:

<p>June 15-18, 2026</p> <p>39th UAW Constitutional Convention candidate nominations.</p>	<p>Late August 2026</p> <p>Mailing of ballots starts.</p>	<p>October 5, 2026</p> <p>Deadline to return ballots (must be received by designated U.S. Postal facility).</p>	<p>Early October 2026</p> <p>Ballot tabulation and official vote count.</p>
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Don't miss your chance to vote.

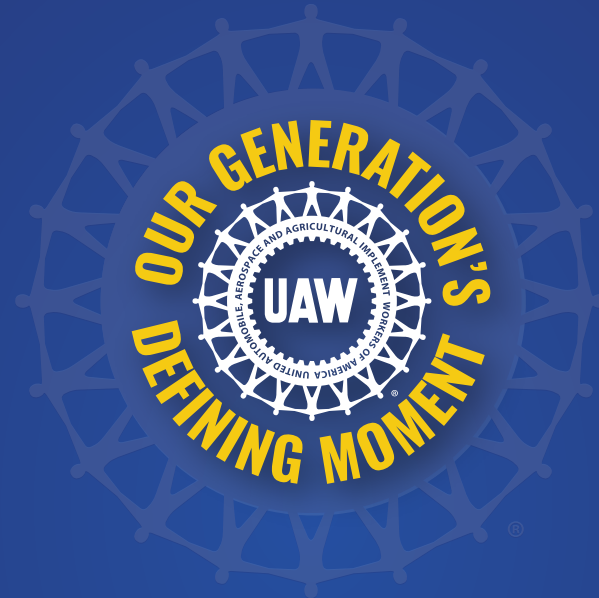
Make sure your contact info is current so you receive your ballot on time. For 2026 Election Rules and other information, visit uawmonitor.com/elections.

All candidates will have the opportunity to submit content for the election edition of Solidarity Magazine, scheduled for distribution in August. The submission deadline is June 22. Guidelines will be provided to ensure all materials meet word count and high-resolution printing standards. Visit uawmonitor.com for more information.



2026

39th CONSTITUTIONAL CONVENTION



ConCon is Coming!

This June, hundreds of elected delegates from every UAW Local Union will gather in Detroit for our union's 39th Constitutional Convention.

In the UAW, the members are the highest authority, and the Constitutional Convention is where that authority is put into practice. Members submit resolutions to their local unions, which are then put forward for consideration by the Constitutional Convention, shaping the future of our union and our movement.

This year's theme is "Our Generation's Defining Moment." The Constitutional Convention is a sacred space for democratic deliberation and debate, and the decisions we make this June will impact our organization for years to come.

To stay informed and updated on the 39th Constitutional Convention, head to uaw.org/convention.





May Day 2026
Haymarket Memorial
(Chicago, Illinois)