



David R. Radtke, *ETHICS OFFICER*

Greetings,

I am writing to introduce myself as the UAW's recently appointed Ethics Officer. I am honored to hold this position and looking forward to working with all of you.

By way of background, I am the General Counsel of the Utility Workers of America, AFL-CIO. I have held that position since April 2016. Prior to being named General Counsel of the UWUA, I was a partner in the firm McKnight, Canzano, Smith, Radtke & Brault P.C. I taught several semesters of Labor Law in Wayne State University's Master's Program for Employment and Labor Relations and in 2021, I taught Labor Law at the University of Michigan Law School. Throughout my career, I have represented numerous private and public sector unions in litigation, contract negotiations, arbitrations, and other matters.

I am also the son, and grandson, of UAW members, so the UAW has provided my family with the ability to live and work with dignity for decades. My father is 88 years old, and his UAW-bargained pension and retiree health care benefits allow him to live in security and comfort.

My goal is simple. I aim to be a trusted, independent resource supporting the Union's continued efforts to foster a workplace where integrity, respect, and accountability are part of everything we do. I will support the UAW's commitment to right the wrongs of the past, help to ensure continued accountability, and reinforce the UAW's commitment to maintaining financial responsibility, transparency, and ethical conduct in service of the membership. Ethics is about more than policies and procedures; it is about supporting one another, asking questions when something does not seem right, and making decisions we can all be proud of.

As UAW Ethics Officer, I will:

- Independently and objectively receive, review, and assess ethics complaints referred to me, including those filed against the organization's leadership.
- When necessary, conduct formal hearings related to ethics complaints, and make factual determinations based on evidence presented.
- Collaborate closely with the Compliance Department to strengthen and expand the Union's ethics program while increasing ethical awareness throughout the organization. At times, work in partnership with key committees and stakeholders to promote ethical standards, reinforce compliance objectives, and maintain transparency across all facets of Union operations.
- Work collaboratively with the Compliance Department in the regular review of complaints and data received via the Ethics Hotline to identify trends, recurring issues, or gaps in understanding. Provide actionable recommendations for program improvement, targeted education, or policy updates to address identified needs. (*The Ethics Officer has full access to the Ethics Hotline*)
- Provide oversight to the Member Advisory Committee on Ethics (MACE).



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I want to remind you that the UAW Ethics Hotline is up and running 24 hours a day, seven days a week. Should you have any concerns regarding potential ethical violations, financial misconduct, or harassment or discrimination by UAW International officials, staff, or employees, you are encouraged to report them. You can access the Ethics Hotline at:

- Phone: (877) 866 - 9682
- Web: <https://report.syntrio.com/unitedauto>
- Email: Reports@Syntrio.com

UAW policy strictly prohibits retaliation against employees or others who report allegations of misconduct in good faith.

If you ever have a question, need guidance, or are unsure about a situation, please know that I am here to help. Reaching out early can often make all the difference, and no question or concern is too small.

I look forward to working with you in the future and assisting the UAW in carrying out its mission. I can be reached at EthicsOfficer@uaw.net.

Sincerely,

David Radtke

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