



**BUILDING OUR  
TOMORROW **TODAY****



**2023 SPECIAL  
BARGAINING  
CONVENTION  
RESOLUTIONS**

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DETROIT, MICHIGAN**

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# 2023 SPECIAL BARGAINING CONVENTION RESOLUTIONS

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# **2023 SPECIAL BARGAINING CONVENTION RESOLUTIONS BOOK BUILDING OUR TOMORROW TODAY**

## **INTRODUCTION**

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For over sixty years, delegates to constitutional conventions return to attend what has come to be called the Special Bargaining Convention. This convention sets the bargaining agenda of the entire union. Delegates debate proposals and create a record of our union's values and interests. It is an important gathering that prepares our union for the heavy season of bargaining that follows.

In 2023, delegates are gathering once again to weigh in on our union's bargaining priorities. It is a unique opportunity where delegates learn about specific challenges facing members in various sectors but also find the common ground of all UAW membership who deserve dignity, fair wages and benefits, and safe worksites.

Bargaining does not take place in a vacuum. It always takes place in an economic context which may favor or disfavor UAW members. We are at a unique moment in 2023. Because of the sustained efforts of active and retired UAW members, we have won a number of important races in many states which have brought more pro-UAW candidates into office. Nationally, we have a very pro-labor President in the White House and Senate and strong support in Congress. Though our union has long advocated against harsh trade policies that incentivized the outsourcing of U.S. jobs, it took the pandemic and a paralyzed supply chain to make some (but not all) companies put a premium on domestic and reliable production of materials. Moreover, many of our members were declared essential and played critical roles in keeping our economy going. Despite the challenges of the pandemic, countless employers experienced record profits.

At the same time, real wages are eroding with high inflation. The definition of work is shifting as more and more gig and part-time workers enter the economy with little job security. Technology is changing the landscape of what we manufacture which both creates opportunities to organize as well as demands to protect current membership. Too many employers continue to treat their workers as cost centers that need to be lowered instead of valuable contributors to their success.

Now is the moment to compel employers to reverse the concessions of the past, pay union members their worth and recognize the important role they play in a company's success. In other words, member expectations are high, and our union is ready to fight at the table.

Over the three days of the 2023 Special Bargaining Convention, members will engage in robust debates to both share the struggles and hopes of their membership but also come to a consensus of how we must go forward. The strength of our union comes from our unity. Unity of purpose, statement, and action.

The resolutions debated and voted on this week will only have value if delegates return to their locals and share the work of the convention with their membership. It is through that process that we build unity towards a common purpose.

## **UAW Bargaining Philosophy**

The UAW has been setting the gold standard when it comes to contracts in many industries. Our reputation for strong and comprehensive contracts has helped to grow our union from once consisting of only automotive industry members to now being one of the most sector-diverse unions in the U.S., Canada, and Puerto Rico.

Whether our members work in automotive, aerospace & defense, agricultural implement, IPS, public sector, gaming, higher education, or health care, our goals and shared principles and values remain the same. We seek to protect everyone under our contracts equally and win improvements through collective bargaining. This proposed resolution is intended to guide us through the bargaining process, reflect upon what we have accomplished, and determine how we can build upon those gains in the future.

We established these standards and won gains at the bargaining table through the combined experience, strength, and solidarity of our members and their bargaining teams. The ability of our membership to show solidarity is central to our union's bargaining philosophy. We can only win improvements when we stand together and resist the forces that try to divide us.

Through collective bargaining, we fight for contract improvements to increase everyone's wages, provide quality and affordable health care, secure retirement benefits, enhance safety on the job, sustain long-term job security, and raise the overall standard of living for members, their families, and the communities in which they live. We will continue to fight for contracts that are in the long-term interests of our members, ensuring that we can have lengthy careers, protect the rights of those who retired before us and improve the conditions for members who will come after us. Through each set of negotiations, we build and grow our contracts over time to provide better lives for our members.

We will fight for contracts that are blind to our differences. We have long fought for every member's equal protection and application of their contracts. We have established protections in our contracts for marginalized members subjected to discrimination and harassment. Our contracts prohibit unequal pay based on sex, race, age, religion, and many other factors. These articles go beyond, and in many cases have preceded, legal protections. However, these contract provisions alone do not stop the injustices. We must continue improving and advancing protections for our members while negotiating their labor terms and working conditions.

Throughout history, we have seen many factors that affect us in negotiations. We never bargain with our employers in a vacuum. National and global economic conditions will often impact what we can achieve at bargaining. However, no matter the economic or political conditions, solidarity and collective bargaining are central to our ability to protect the interests of our members. Through collective bargaining we have the right to bargain over the terms and conditions of our labor, stop employers from unilaterally imposing conditions on our members, and continue to build upon past gains.

Several of our sectors are facing pivotal changes that will affect our current and future members. As the nature of our work evolves, we must continue to ensure that the work remains in our hands. It does not matter what products we build or how the services we provide change. What matters most is that union labor continues to do it. Through negotiations, we will fight to in-source work and obtain investment commitments to protect union work, while securing card-check neutrality when companies build future products outside our organized facilities.

Through pattern bargaining, companies with similar products or services must provide similar union wages and benefits. By taking wages out of competition, employers are then competing on the quality of their products or services and not on the profit they make by exploiting

unorganized workers. The cost of labor should not be the major difference between one company's product or service and another's. This is especially important as new companies emerge during these rapid changes in the landscape of work. We must strive to organize their workers and negotiate first contracts that build on UAW's history of pattern bargaining, which has improved job security for many members.

Post-pandemic we are living in a time of unprecedented economic conditions. While the economy is strong, we are also experiencing near record-high quarterly inflation increases and rising interest rates. All sectors are experiencing hiring and retention issues, while companies report record profits. As we head into the upcoming bargaining sessions, we are reminded of the importance of having strong economic protections in our contracts and the role of collective bargaining to ensure workers get what they deserve.

While we recover from the COVID-19 pandemic, the country has realized the importance of manufacturing and the profound consequences of outsourcing to other countries. We now have a deeper appreciation for educational research, the healthcare industry, and essential workers. We have lived in a locked-down world and experienced a never-before-seen health crisis, but the one thing that has remained unwavering is our support for each other.

When our membership stands in solidarity and seeks protections and improvements for all members under the contract, we can collectively bargain from a position of strength. One of the UAW's core values has been to improve conditions for all, not just ourselves. Nowhere does that value hold up more than in our bargaining philosophy. We seek to implement improvements and economic justice for all members of this union. We are not divided by job classification, facility, employer, industry, sector, state, or country. We are united as one great union: the UAW.

## **Key Issues in Bargaining**

Our union aims to protect workers' rights and dignity by bargaining for safe workplaces, fair pay, better job opportunities, and a voice in shaping our work environment. Members across our union will tackle these issues in an uncertain political and economic environment. As the economy recovers from the global pandemic, the unemployment rate has remained low, and wages for some workers have started to rise. While these are positive developments for workers and teams, most of the gains from the rebounding economy have ultimately gone to the top one percent. As we look ahead to the next four years, cautionary economic signals are on the horizon, including rising interest rates that threaten to slow demand and employment. Unsteady legislative, regulatory, and judicial climates will challenge workers, unions, and collectively bargained contracts. Through these obstacles and uncertainties, our union will be prepared to tackle the issues affecting our members' lives.

While each set of contract negotiations has unique goals, bargaining teams will strive to address the following critical issues to achieve our members' goals today and in the future:

### **■ Reducing wage disparities within classifications**

In the last four years, UAW members have bargained to eliminate tiered wages and will continue to fight to end them where they exist. With our building block approach to bargaining, each set of negotiations provides an opportunity to improve the economics of our agreements. We can take years off a wage progression, raise the starting rate, and increase pay raises with each step of the progression. These changes deliver economic gains for current and future members and help to close the gap between workers.

- **Reduce the use of temporary workers and improve working conditions**

Temporary employment has become all too common in the U.S., although less so in UAW workplaces, thanks to our contracts. However, we can do more to limit the use of temporary workers, notably where companies use them unnecessarily at the expense of permanent employees. Bargaining committees can use contract language to define when, how long, and for what purpose companies can utilize temporary workers.

We can also require that our employers directly hire temporary workers and include them in our contracts. Eliminating the agency go-between through direct hire makes the employer accountable and frees up money that should go to the worker, not the agency. Where employers use temporary workers, we need to bargain to include them in our contracts which can ensure their pay is comparable to other new hires. They should also have health care, union representation, and a clearly defined path to permanent employment.

- **Insource new and outsourced work**

The sourcing of work is a constant battle in most of our worksites. A key to job security is maintaining consistent work. We can secure this work by insourcing jobs we used to perform and fighting for new jobs to be included in our bargaining units. Additionally, we need to tie productivity improvements to bringing in new work from non-bargaining unit employees or outside vendors and suppliers. Insourcing protects jobs and increases UAW membership, allowing the union to build power. Keeping jobs within a UAW contract also helps maintain standards in wages, benefits, and working conditions.

- **New investment**

Keeping fresh products and the best technology in our worksites is vital for job security. Bargaining for new investments in our represented facilities is one way to provide stability and job opportunities to current and future UAW members. These investments give workers a better chance of bargaining good contracts and protecting jobs now and in the future. This is especially important as industries transition to new technologies or business models.

- **Training**

Maintaining up-to-date skills is key to ensuring the UAW workforce remains among the most prepared in the world. We will push for more advanced training opportunities, provided more frequently and with industry-leading technologies. The key to unlocking this technology's full potential is ensuring our members are fully prepared to use it and receive ongoing training that allows them to troubleshoot issues. Demanding investment in worker training is a critical part of ensuring that new technologies and processes result in quality job opportunities for our members.

- **Protect health care and retirement security**

We will always insist that quality, comprehensive, affordable health care is a minimum standard in UAW bargained contracts. We must also prioritize more significant employer contributions to retirement savings plans, whether defined benefits or contribution plans.

- **Protect workplace health and safety**

Nothing is more critical to our union than our members returning home safely at the end of the workday. Our contract protections are even more essential as health and safety regulations are under attack at the state and federal levels. We must defend contract language and practices that benefit our members and improve areas they have found inadequate. Our approach to health and safety must continue to be comprehensive. We will bargain to reduce hazards, increase safety training, improve ergonomics, and implement proper reporting, as well as addressing issues related to the opioid crisis, mental health, and workplace violence.



- **Fair and inclusive workplaces**

We commit to maintaining workplaces free from discrimination and where opportunities for advancement and training are available to all members. Too often, powerful forces try to use our differences as a means to divide us. We must ensure our workplaces embrace diversity and inclusion so that all members enjoy dignity and respect from their union brothers and sisters and management.

- **Organizing**

Our ability to negotiate good contracts for our members is directly related to the union density at our employers and across our industries. UAW density enables us to bargain from a position of strength and gives us the power to win economic justice at the bargaining table by taking wages out of competition. Bargaining to organize is a way to grow the power of our local unions by increasing union membership at our worksites, as the risks of whipsawing and flipping work drop when the UAW also represents the other worksites. Bargaining to organize means prioritizing winning contract language, such as allowing card check recognition, agreeing to neutrality in organizing drives, and allowing the UAW access to non-union worksites. Organizing is an investment in the long-term strength of the union and our locals.

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## BACKGROUND

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### **Coordinated Bargaining**

For decades, the UAW has used coordinated bargaining as a tool to obtain the most lucrative collective bargaining agreements for our members. This means we create and preserve industry wide contract patterns. Using this approach rather than isolated bargaining is a force multiplier when negotiating with employers. Whenever we stand together with other UAW members in a sector or with other unions who share an employer, we increase bargaining power through our solidarity. Many of the industry-wide standards that union members enjoy today have been achieved by utilizing coordinated bargaining as a tool. We are able to bargain better contracts when we stand together behind a set of common goals and objectives. We will continue to use coordinated bargaining across all sectors as a tool to win better contracts for our members.

A shining example of this is the Dana Global Settlement Agreement. This agreement placed thirteen individual work sites under a common expiration date which produced a first-rate wage and benefit package. By drawing on the experience and talents of bargaining committees from each location, a solid plan was advanced and executed in securing a multi-year agreement. This coordinated bargaining vision did not stop with the UAW-represented plants. It also brought expertise from the United Steelworkers (USW), which represents five plants under the Dana Global Settlement Agreement. When using this carefully thought-out bargaining principle, a substantial number of benefits are achieved.

Forming councils, such as the Competitive Shops/Independent Parts Supplier (CS/IPS) wage and hour councils, has become a useful tool in augmenting the coordinated bargaining process. Each of the CS/IPS wage and hour councils are composed from multiple sites that encompass numerous locals within the same employer. Strategy and tactics developed by the councils for coordinated bargaining can be used across many sectors of the UAW during contract negotiations. When the company witnesses similar language at each negotiation table, it strongly affects contractual language that otherwise may have been difficult to achieve. The CS/IPS Department oversees the Administration of nineteen wage and hour councils. The

councils have a proven track record for developing constructive dialog between the locations and other component councils while addressing company and labor issues.

Coordinated bargaining offers a number of benefits. First and foremost is the ability to withhold labor at multiple locations if the employer refuses to bargain a fair and equitable contract. Next, by securing other labor unions' participation in the process, it prevents an easy avenue for an employer to move work around, which leads to whipsawing plants and unions against each other. Finally, coordinated bargaining supports a strong standardized economic package for our members.

Coordinated bargaining is a noteworthy tool not only in the manufacturing field but also has exciting potential for use in other UAW-represented sectors, whether it is the public sector, TOP, gaming, or higher education. This strategic approach is a textbook case of the bargaining power a union has when we negotiate for workers in multiple locations.

Coordinated bargaining does not just happen. Building the power of coordinated bargaining requires months and years of work. It takes time to share information, build relationships, develop common bargaining proposals and strategies, and become tougher as a unified force. Whether it is within a common sector or stretching across the globe, we must utilize a long-proven method of solidarity. When workers from all unions and labor coalitions channel their energy and experience into a common coordinated effort to build power and density, a true level playing field will be achieved for all. This is a clear example of why coordinated bargaining remains one of the UAW's core values as it has been throughout our history.

To continue building on this effective bargaining tool, we need to reaffirm our commitment to coordinated bargaining by:

- Forming new and strengthening existing Wage-Hour and Bargaining Councils at key UAW employers and in key UAW sectors. These councils facilitate building power through coordinated bargaining.
- Negotiating common expiration dates in collective bargaining agreements with the same employer or in the same industry. This strengthens our bargaining position by forcing the employer to negotiate with all represented workers at one time.
- Negotiating together over common economic and non-economic issues. Even if we cannot bargain jointly, we can coordinate our bargaining schedules and proposals internally to achieve similar results.
- Working with other unions in the U.S. and around the world who represent workers at our employers and in our sectors. This includes participating in employer and industry councils and labor coalitions.

## **Working Together Globally**

The UAW's role of representing and protecting all workers is as crucial now as it has ever been. As corporations become wealthier and more powerful, we need to continue to show them that the power is still found in the strength and contribution of our members. It is clear we cannot maintain economic and social justice at home without securing those same standards abroad.

The UAW faces a new landscape, presenting new opportunities, where decisions made by multinational corporations and national governments play a bigger role in our lives and UAW members feel the impact. It is critical that we work together across borders to strengthen our position at the bargaining table with employers who have operations around the world,

knowing that UAW contracts often help set the standard for wages, benefits and working conditions for other unions around the world.

Whether fighting for worker justice in Korea, advocating for a democratic presidential election in Brazil or working to organize independent unions around the world, our global cooperation has had a positive impact in the lives of millions of workers.

The UAW's international work directly relates to the job security and well-being of our members. Rather than allowing companies to pit worker against worker, the UAW works closely with our global partners to build global leverage. Our efforts in working on behalf of trade union solidarity involves the UAW and unionists from around the world working together to achieve our common goals.

### ***Building Global Partnerships***

One of the ways we work together is through company-based global union networks that unite workers who share a common employer. The UAW led the way in establishing such networks at Ford, General Motors and Stellantis as well as at Caterpillar and John Deere. These networks strengthen our bargaining position by arming us with information that only unions can provide, supplementing the unity and strength of UAW members and empowering them to stop employers from whipsawing workers across borders. Moreover, these networks are a powerful mechanism for solidarity and cooperation.

With some companies, the global networks can also make use of Global Framework Agreements (GFAs) to protect labor standards at the international level. The Ford Union Network signed an historic GFA with the company in 2012, which enshrines a commitment to basic labor rights and safety at work. Cooperation among unions in the Ford Union Network and enforcement of the GFA has resulted in organizing victories for autoworkers in places like India and South Africa.

The UAW also works with IndustriALL, a global union federation based in Geneva, Switzerland representing 50 million manufacturing workers in over 140 countries that links our union to sister unions in the auto, aerospace, heavy truck and sectors throughout the world. Through our work in IndustriALL, the UAW coordinates with our global partnerships, builds our global leverage and defends and fights for fundamental labor rights and protections for workers at the international level.

### ***Fighting Gender-Based Violence Globally***

In June 2019, with UAW support, a coalition that included the AFL-CIO, IndustriALL, the International Trade Union Confederation based in Brussels, the Solidarity Center and other labor allies made history by helping to win passage of Convention 190 by the International Labor Organization (ILO) which calls on governments, employers and unions to work together to confront the root causes of Gender-Based Violence and Harassment (GBVH).

The landmark Convention (C190) is the first international standard that aims to put an end to violence and harassment in the world of work, shaping and recognizing a future of work for everyone based on dignity, respect, and freedom from violence and harassment. In the spirit of Convention 190, the UAW will work to strengthen language protecting members from violence and harassment where we already have language and negotiate it where it does not yet exist. C190 can change lives and workplaces in the UAW and abroad.

### ***International Solidarity Strikes Home***

Because of the deep relationships the UAW has built for years through the global union networks and IndustriALL, international solidarity came our way during our most recent strikes at General Motors and John Deere.

When the UAW put out a call to-action through our global union federation in 2019, IndustriALL, striking UAW General Motors members were quickly met with a flood of solidarity videos, photos, letters, and testimonials from 37 unions across the globe, from as far away as Japan, Brazil, Mexico and Thailand. The UAW coordinated with IndustriALL and our sister unions around the world to keep pressure on the company and show solidarity with the goal of helping strikers go one day longer.

Immediately after UAW John Deere workers hit the picket lines in 2021, the UAW received an outpouring of support from unionized John Deere sites around the world. Unions in Brazil, France, Finland, Germany, the Netherlands, Spain, and Sweden sent videos, photos, letters and statements to the UAW and posted them on their social media platforms and websites. Their collective message sent a strong signal to John Deere management that their workers abroad were prepared to take action and provide critical support for UAW members in their contract fight.

### ***Supporting Others to Support Ourselves***

In 2022, UAW helped our union brothers and sisters at Caterpillar plants in Northern Ireland. These workers, represented by the union UNITE, were on the picket lines for cost-of-living increases and to stop an attempt by the company to split the bargaining unit.

Because investment firm BlackRock is a major shareholder of Caterpillar stock, the UAW hand-delivered a letter on behalf of UNITE to BlackRock CEO Larry Fink at their headquarters in New York City. The letter demanded that Fink call on Caterpillar management to get back to the bargaining table. The UAW also made a direct appeal to Caterpillar and distributed leaflets about the situation in Northern Ireland on UAW Caterpillar shop floors.

When news of the UAW's action in New York City hit the picket lines in Northern Ireland, cheers erupted. Our support and solidarity helped uplift these workers, just as their help uplifted our members striking against John Deere. This goes to show the emotional power of global solidarity.

### ***Independent Union Movement in Mexico***

Over the past 25 years poverty wages and poor working conditions in Mexico have led to U.S. manufacturers sending production to the country. This has created a continuous downward pressure on the wages, benefits, and working conditions of UAW members.

Today, the Mexican automotive industry employs over 900,000 workers. In the absence of fair elections for independent trade unions and collective bargaining, Mexican workers' wages are some of the lowest in the world for manufacturing. To help Mexican workers and their fight for justice and dignity, while simultaneously protecting the bargained-for wages, benefits and conditions of our members, the UAW supports workers' efforts to organize and form independent, democratic unions in Mexico.

With the passage of the 2019 Mexican labor reform package and the United States–Mexico–Canada (USMCA) trade agreement taking effect in July 2020, we have seen historic victories emerge out of Mexico that give reason for optimism.

Thousands of workers in the automotive sector have won representation by independent unions since the reforms took effect. Two of the major victories last year were at General Motors and Teksid, a former subsidiary of Stellantis recently sold to Cummins Inc.

Last February, 6,200 workers seeking to form a democratic union at the General Motors plant in Silao, Mexico, voted overwhelmingly for the National Independent Union of Automobile Workers, known as SINTTIA. This action effectively ousted the "protection" union affiliated with the corrupt Confederation of Mexican Workers (CTM).

Leading up to the vote, the UAW called on the Mexican government and General Motors to ensure conditions for a democratic and transparent election. The UAW played a critical role in joining an international delegation of 20 union leaders, labor activists, and academics from five countries that traveled to Mexico to show solidarity with Silao workers and serve as international observers.

In September, independent union Los Mineros won an election over the corrupt company union CTM, with a 642 to 172 vote at the Teksid plant in the state of Coahuila after it had fought for eight years to represent these workers. The win marked a historic victory for independent unions representing workers in Mexico.

The situations at both General Motors and Teksid had each been subjects of U.S. Trade Representative investigations, a new trade rule under USMCA that monitors company conduct in Mexico when questions of labor rights abuses are alleged. In both cases, the Mexican and U.S. governments found an active “denial of worker rights” on the part of the companies during their investigations.

UAW members will benefit greatly by having strong union partners in Mexico like Los Mineros at Teksid/Cummins and SINTTIA at GM. This is a win-win for both UAW members and Mexican autoworkers.

### ***Ending Forced Labor in China***

For decades, the UAW has spoken out against labor repression by the government of the People’s Republic of China (PRC). Independent, democratic unions are non-existent and untold numbers of labor activists have been jailed for exercising their fundamental right to organize and collectively bargain. Freedom of speech and the press are outlawed, and any form of assembly to speak out against political leaders is subject to extreme government crackdown.

The PRC is now also engaged in one of the worst human rights atrocities in modern times. It has been reported that since 2017, up to 2 million Uyghurs and other Muslim minorities have been held in detention camps in the Xinjiang Uyghur region through programs sanctioned by the government that employs forced labor, family separation, cultural erasure, forced sterilization, sexual violence, and physical and psychological abuse. The U.S. State Department and a growing list of governments have found these practices to constitute crimes against humanity and genocide under international law.

As part of a response to this crisis, the UAW and its allies helped to win passage of the Uyghur Forced Labor Prevention Act (UFLPA) in 2021 with overwhelming bipartisan support in the U.S. Congress. The law went into effect last June. Customs and Border Protection (CBP) is mandated to carry out enforcement provisions under the UFLPA that prohibit imports into the U.S. of products made by forced labor in the Xinjiang Uyghur region.

A report released in December documented widespread Uyghur forced labor in the automotive supply chains in China that implicated every major global automotive brand. The UAW called on the entire industry to shift its supply chain out of the Xinjiang Uyghur region.

Forced labor undermines the wages and benefits of all workers, including those of UAW members, and has no place in the modern global economy. The UAW is committed to ensuring that products made with forced labor do not enter the U.S. auto supply chain through robust enforcement under the UFLPA, and to use our power at the bargaining table to establish high-road supply chain models that include significant investments in the U.S. domestic supply chain leading to good union jobs.

To advance our global strategy and win social and economic justice for all, we will:

- Work with global union networks to exchange information, implement strategic cross-border negotiating and organizing initiatives, and work together to strengthen the bargaining position of all workers.
- Use our power in the political arena and at the bargaining table to help end Uyghur forced labor while demanding more investment in high-road supply chains that result in good union jobs.
- Fight to stop gender-based violence, harassment, and discrimination by using our power at the negotiating table, on the streets, and in the domestic and international political arenas.
- Solicit support from our global union partners for our transnational organizing campaigns.
- Negotiate strong enforceable Global Framework Agreements with employers that have operations in the U.S.
- Support independent, democratic unions around the world to fight for a global economy that works for everyone.
- Defend International Labor Organization standards and work for their full implementation in the U.S. We will also work with our allies around the world to support their struggles to achieve respect for basic workers' rights.

## **Political Action and V-CAP**

The UAW is involved in political action because our ability to make progress for workers at the collective bargaining table is closely intertwined with our ability to elect pro-labor candidates to public office. Federal, state, and local governments make countless decisions that have a major impact on the well-being and quality of life for all working Americans and on the issues we address at the bargaining table. We must remain actively involved in the political process in order to advance the interests of workers on issues like workplace health and safety, trade policy, the right to organize, the right to a fair collective bargaining process, pensions, Social Security, Medicare/Medicaid, and civil & human rights.

In a time of very deep political division and social unrest, knowing our core values, knowing who we are, and knowing what the UAW is about is more important than ever. We recognize the importance of electing candidates who will listen to the voices of all working women and men in our great country, not just their donors. One of the most effective ways to ensure that all working Americans have their voices heard and have an opportunity for a leg up in this economy is to make sure that pro-worker candidates are elected to represent us.

The easiest way for us to do that is to support V-CAP through V-CAP checkoff. V-CAP is the UAW's political action program, which includes the union's Political Action Committee (PAC). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support pro-worker political candidates who have earned the endorsement of the UAW Community Action Program (UAW CAP). This voluntary contribution is usually made through automatic payroll deduction, called V-CAP checkoff. By law, union dues cannot be used to support any federal candidate, and in an ever-increasing number of states, any candidate for public office. V-CAP checkoff is established in the UAW Constitution, Article 12, Section 20 and is our only means of monetary support for many labor-endorsed candidates. V-CAP will give not only UAW members, but all workers a voice and hopes of leveling the playing field.

Without these voluntary contributions, our ability to affect the outcome of important elections and the political and social landscape for years to come would be greatly weakened, while businesses can donate as much as they would like due to the 2010 ruling in Citizens United. According to the Center for Responsive Politics, during the 2020 election cycle, business PACs donated just over \$379 million to federal candidates, while labor PACs contributed just over one-sixth that amount. A V-CAP checkoff clause allows us to contribute directly from our paycheck, to decide how much to contribute, and to adjust our contribution amount at any time. Consistent monthly checkoff contributions are where we raise the majority of our V-CAP funds, and this method allows us to gear up for big battles ahead. To further these goals, we will pursue the following objectives at the bargaining table:

- V-CAP checkoff language must be included in all UAW contracts.
- Contracts containing V-CAP checkoff language must be reviewed to assure that employers provide all needed information and do not charge an exorbitant administrative fee.
- We must redouble our efforts and continue bargaining to receive V-CAP information in an acceptable electronic format from the employer. This is becoming even more important as many lawmakers continue to attempt to weaken union members' voices in politics.

## **Duration of Collective Bargaining Agreements**

Our fundamental task is to negotiate collective bargaining agreements within our respective sectors. A contract's duration is a key negotiating topic which is based on the long-term interest of our membership. When determining the length of a collective bargaining agreement there are many elements that should be considered.

The terms and conditions of newly negotiated agreements is a factor that needs to be considered. Industry or sector standards may set specified guidelines for contract durations, as well as the terms and conditions of newly ratified agreements. Additionally, the political atmosphere locally or nationwide must be considered when a bargaining committee is determining a contract's duration. This is particularly true for our UAW members working in the public sector. This atmosphere may be a counterpart to the overall state of the economy. That is why it is a necessity to diagnose the projected future economic state of the employer and how it can affect our position for better or worse.

An employer's book of business (employers' customers, and the products and/or services they have ordered) can also dictate what duration would be most advantageous to our members. Bidding timelines, customer demands, purchase part supplier conditions, quality achievements, competing worksites, modern technologies, manpower, volume changes, and many other business essentials may be within the book of business. Analysis of all data can contribute to the bargaining committee's final decision on the length of an agreement.

We should also look for opportunities to improve our bargaining positions by lining up our contract expiration dates with other UAW units at the same employer to gain power for our members and establish company-wide or industry-wide standards. It also allows us to control or withhold the most important asset, which is our labor, while building power for our members in bargaining.

## ECONOMIC ISSUES

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### Wages and Salaries

Bargaining committees across the union are taking advantage of a recovering economy to fight for the improved salaries and wages that our members deserve. Over the next four years, we will continue championing gains that improve members' purchasing power and quality of life while raising the job standards in our industries. Our union intends to reward the sacrifices workers endured during a pandemic-ravaged economy by bargaining for fair compensation for all members.

We must also focus on the broader economic inequalities in our society resulting from excessive corporate power in our political and economic system. CEOs at America's top firms were compensated \$18.3 million on average in 2021, 324 times more than the average worker. Record profits have consumed an increasing share of our nation's income, and corporations regularly hand those profits over to shareholders rather than reinvest in the business and the workforce. The impact is evident when the unemployment rate sits below 4 percent, and over 10 million jobs remain unfilled, yet workers' inflation-adjusted wages are stagnant or declining.

CEOs making millions insist American workers should compete with oppressed workers in Mexico and China, where automakers use sham unions to suppress workers and pay wages far below the already inadequate U.S. minimum wage. These same companies pit global employees against one another, threatening U.S. workers with those insulting wages. Other workers are denied job security through temporary working arrangements and often contend with demeaning wages and few legal protections.

Meanwhile, politicians attack workplace democracy, safety, and job security, while passing unfair trade deals that sell out American workers. As these forces put relentless downward pressure on wages and inflation stands at a 40-year high, our union must hold firm. Our brothers and sisters in the public sector have been fighting this battle with anti-worker elected officials who believe budgets should be balanced on the backs of working people and retirees.

As we sit down to bargain wages and salaries, we have an opportunity to not only gain our fair share of profits, but also to provide an example to non-union workers of what is possible when workers organize. By standing together, we can ensure our workplaces are safe and our compensation is fair.

To these ends, the UAW intends to:

- Establish wage and benefit standards so employers cannot whipsaw workers across work sites, positions, or departments.
- Establish wage progressions based on objective, clearly defined measures that reduce inequality between workers.
- Secure wage increases and other compensation that ensures earnings keep pace with or exceed inflation and productivity increases, whether through general wage increases, bonuses, profit sharing, Cost of Living Adjustments (COLA), or other means
- Eliminate the pay incentive for using temporary workers so all employees can enjoy a stable job with good pay.
- The International Executive Board shall reject management proposals for contract language which seek to divide the membership through tiered wages, benefits, or post-employment income and benefits. Where current contracts provide for such divisive



compensation, it shall be the obligation of the International Executive Board to seek the elimination of all such tiers by raising lower tiers to the higher level, holding to the long-standing union principle of “equal pay for equal work.”

- Achieve gender pay equity to ensure that men and women receive comparable pay for comparable work and equal access to new job opportunities.
- Seek just rewards for workers’ skills. Well-designed “pay for knowledge” systems offer workers opportunities to increase their pay by expanding their skills through education and training. We will continue to address the compression between skilled and production wages to maintain a fair balance.
- Establish a healthy balance between wages and variable compensation, such as profit sharing. Variable bonuses can be positive additions only if they supplement good, stable wages and benefits.
- Secure an election day holiday so our members can elect representatives who defend workers’ rights and support our public sector members.

## Health Care

Employer-sponsored health insurance benefits were born out of the 1940’s. The Stabilization Act of 1942 effectively instituted wage and price controls. In response, employers started offering health benefits instead of higher wages to incentivize a scarce pool of workers. Subsequently, the nation built its health care infrastructure mostly based on employer-sponsored benefits. The UAW seized the opportunity and started a decades long process of negotiating the best comprehensive health packages in the world.

The Affordable Care Act (ACA) is the single biggest and most important health care legislation signed into law since the passage of Medicare in 1965. As was the case with Medicare, there was great resistance to the ACA. Few today argue that Medicare is not an essential component of a secure retirement for America’s seniors. Few in the future will argue against the essential components of the ACA, such as the elimination of lifetime maximums, ensuring coverage for those with pre-existing conditions, age 26 employer-provided coverage for children and tax subsidies for those choosing coverage from a uniform health care exchange with minimum essential coverage. Yet, the ACA has seen constant attacks from its inception.

The recently signed Inflation Reduction Act (IRA), along with other important provisions, continues to build layers of protection on the infrastructure of America’s health care system, such as the introduction of Medicare drug price negotiation and price caps on insulin.

**Health Care Costs:** Employers have responded to health care inflation by attempting to pass a larger proportion of that cost to workers and retirees. We continue to see proposals at the bargaining table attempting to shift costs, reduce coverage and eliminate dependent eligibility. We continue to see erosion in the value of employer-funded retiree health care. Increased health care costs in the form of larger premium contributions, higher deductibles, co-pays and co-insurance is not a viable long-term solution to health care price escalation.

Retired workers are the most vulnerable to health care cost increases. Decisions in the judicial system have given some employers cover to either eliminate or vastly reduce benefits. We will resist employer efforts to erode earned retiree benefits. We will continue to support and actively advocate for legislation, such as the IRA, that reduces the cost of prescription drugs while limiting out of pocket expenses.

**Prescription Drugs:** Prescription drugs continue to account for a larger share of medical spending. They are projected to exceed all other health benefit cost trend estimates for 2023. Employers are increasingly proposing co-payment tiers that require greater out of pocket costs. Cost-shifting is not the solution to the rising cost of prescription drugs. Working to address the issue, we can partner with all stakeholders to create solutions that ensure employees are receiving high-quality, cost-effective care that efficiently utilizes the benefit, while discouraging waste in the system. When negotiating benefits with employers, we will focus on improving quality and reducing the cost to our members.

Employer-provided health care benefits are a critical part of our compensation. Continued focus and improvement on the tenets of the ACA and other innovative and cost-efficient ways of delivering and consuming health care are essential for long-term affordability. It is critical that the focus not be on the elimination of legislation that continues to strive for a better and more cost-effective way of delivering benefits. We will bargain with employers, not shift costs to employees. Rather, to identify methods of efficient delivery with good health outcomes. We must continue our work with all stakeholders to create a system that is beneficial for active and retired workers. As Franklin D. Roosevelt once said, "It is common sense to take a method and try it. If it fails, admit it frankly and try another. But above all, try something."

In this round of bargaining, we will:

- Resist cost-shifting and address employer efforts to increase deductibles and co-insurance.
- Engage in discussions with stakeholders for innovative design and delivery of health benefits.
- Maintain and improve upon the gains brought by the ACA and subsequent legislation by incorporating enhancements in our contracts.
- Demand elimination of any gaps in coverage between workers.
- Negotiate with employers to design pharmacy benefits that improve access and reduce the cost of care.
- Support innovative and voluntary benefit design such as disease management, care management programs, on-site wellness and clinic care.
- Protect employer-provided coverage for spouses.
- Protect health care benefits for our retired members.
- Demand health care coverage for the full range of reproductive health or gender-affirming options for our members and facilitate access to reproductive care regardless of what state members live in.
- Demand expanded duration of coverage during temporary and permanent layoff and periods of disability.
- Demand accelerated benefit coverage start dates, including day one health coverage.
- Continue to organize and work with allies to fight for public policy that ensures universal access to high-quality care provided by a single-payer system that covers all necessary medical, prescription drug, mental health, dental, hearing, and vision services.

## **Retirement Income**

The UAW has a rich history of supporting and negotiating guaranteed retirement benefits. Every worker deserves a comfortable and dignified retirement after a long career. Defined

benefit pension plans, Social Security and personal savings have traditionally been the foundation of what a sound retirement is built upon. We have collective bargaining agreements that have a variety of ways in which to address retirement benefits and the long-term security of our members. Throughout the years, we have built up on and improved retirement security, whether it be through a defined benefit pension plan, defined contribution plan, or a combination thereof.

Employer trends away from defined benefit pension plans have continued. Increasingly, filling the gap are defined contribution savings plans, like 401(k) plans. Defined contribution plans allow us to change jobs and take our retirement savings with us, but we also bear the risk of making sure we have sufficient savings to support us throughout our retirement. We believe any movement away from a defined benefit pension plan towards a defined contribution plan should not diminish the value of financial protection in retirement.

Traditional defined benefit pension plans provide a guaranteed, lifetime monthly income and we strongly support them as the best way to protect retirement security. When bargaining a defined benefit pension plan is not feasible, we support a strong defined contribution plan that includes significant employer contributions and that is not dependent upon employee contributions.

In this round of bargaining, we must secure retirement benefits in the face of volatile capital markets and an ever-changing political and legislative landscape.

We will address the following pension issues in bargaining:

- Employers may demand to “freeze” our pensions. These freezes sometimes exclude new hires from participating in defined benefit plans, freeze multipliers or stop accruals. Defined benefit plan freezes have occurred despite adequate plan funding levels or even when the employer’s financial position was good. Pension plan freezes are often just a first step to plan termination.
- Defined benefit plans in the public sector continue to battle intense scrutiny and attack. Many plans are under-funded through no fault of workers and the solution most often proposed by elected officials and the media is a pension freeze.
- The trend of employers buying out current retiree pensions with lump sum options and selling pension obligations to annuity providers has accelerated. This practice is known as “de-risking” or “pension risk transfer.” We will assess any employer de-risking proposal we receive under the standard of what is in our best interest.
- Some employers claim accounting or funding issues require regressive changes in our pension plans or use them to justify de-risking. These claims must be independently verified.

We will address defined contribution plan issues in bargaining by:

Bargaining for employer contributions that are independent of employee deferrals (which are personal savings).

- Implementing immediate and fully vested company contributions.
- Adding optional forms of payments that provide the option of lifetime payments to reduce longevity and investment risks.
- Negotiating with employers for increased financial wellness and education.

In bargaining over defined benefit pension plans, we will strive to:

- Resist employer efforts to abandon defined benefit plans for defined contribution plans.

- Improve normal and early retirement programs through increases in basic benefits, supplements, and temporary benefits for both current and future retirees. Improvements can also be accomplished by providing additional benefits to protect and maintain purchasing power against inflation.
- Improve the funding status of our plans to maintain the security of benefits and to avoid restrictions on our benefits.
- Eliminate provisions allowing for the reversion of pension fund assets to employers when a plan terminates.
- Improve provisions providing for credited service for layoff, sick leave and designated categories of hazardous work.
- Remove early retirement eligibility restrictions for those of us who are affected by full or partial workplace closings, spinoffs, sales, or other forms of employer restructuring.
- Although we recognize that federal law limits our ability to bargain improved benefits for members who have already retired, we will continue to attempt to bargain cost-of-living increases, bonuses, and other benefits for current retirees.

## **Group Insurance**

While compensation is one of the biggest issues we bargain, it is also critical to protect workers with health issues that leave them unable to work for weeks, months or even years. Protection in the case of death is also key. Whether a worker is temporarily or permanently disabled, having adequate income replacement is critical to avoiding financial hardship. Lost earnings because of injury, illness, including mental illness and addiction-related illnesses or death can be financially devastating to workers or their family. It is important that we protect and improve the following company-paid group insurance benefits:

- Basic, optional, and dependent life.
- Accidental death and dismemberment.
- Survivor income benefits (transition and bridge).
- Short and long-term disability.
- Comprehensive EAP programs to address mental health and addiction illness.

Now more than ever, these essential programs provide critical support at our most vulnerable times. In this round of negotiations, our collective bargaining efforts will include:

- Employer-paid benefits at adequate wage replacement.
- Increases to the life insurance coverage of retirees.
- Protecting survivor income benefits.
- Treating disabling mental health and substance abuse addiction conditions in the same way as disabling physical health conditions.
- Negotiating streamlined, fair, clear and adequate rules for employees, third party administrators, and employees that help, and not punish employees participating in EAP programs.
- Working to provide retirement savings opportunities to disabled workers without defined benefit pension plans.

## Profit-Sharing and Gainsharing

The UAW first incorporated profit-sharing proposals into its bargaining strategy over 60 years ago at the 1958 Special Constitutional Convention under the direction of Walter Reuther. In an iconic interview with Mike Wallace, President Reuther clearly laid out the rationale:

*We have proposed profit sharing for 1958 because we believe this is the most effective way to expand purchasing power, and purchasing power is the key to the economic future of the American economy. Our economy is in trouble. There is a serious and growing imbalance between expanding productive power and lagging purchasing power, and we believe that workers, consumers, and farmers are being shortchanged and that they are not getting their fair share of the fruits of our developing technology. The giant corporations are getting more than their share, they're getting a disproportionately large share. And because they are keeping more than their proper share, this is creating a serious imbalance out of which unemployment and recession is developing.*

Ironically, at that time, the idea that a blue-collar worker would receive a bonus based on company profits was highly controversial and met with broad skepticism by many large corporations, politicians, and the media.

Since 1958, UAW members have negotiated a wide variety of profit-sharing plans across many different industries and types of companies and organizations. Indeed, millions of members, families, and local communities across the country have benefited from the increased purchasing power that has come with annual profit-sharing checks.

However, business conditions change over time, and plan language must be thoroughly reviewed, updated, and improved during each contract negotiation. Updates should include the metrics the plan is based upon and enhance payout calculations to increase the likelihood of higher payouts. Additionally, updated language is often required to address changes in corporate structure or the creation of new reporting segments in their business. This is especially important as companies reorganize or adopt new business models.

There is no “one size fits all” approach to creating an equitable profit-sharing plan. However, the following strategies can be applied depending on whether bargaining with a publicly traded corporation, a private for-profit company, a non-profit organization, or in the public sector.

- **Publicly traded corporations:** U.S. companies are reporting record profits quarter after quarter as the economy stabilizes from the global pandemic. On top of these record profits, tax cuts funded by hard-working taxpayers are adding even more to the bottom line of these companies and their owners. When companies generate significant earnings after paying for general operating expenses and capital expenditures, they find themselves with excess cash and must decide how to use it.

Businesses can use these funds to reduce prices for customers, invest back into the U.S. by building new modern facilities, pay down debt, or shore up underfunded pensions or retiree medical obligations. Instead, companies routinely siphon the lion's share of the excess cash to their shareholders through increased stock dividends and share buybacks. In 2022 alone, U.S. companies spent a record \$1.26 trillion to buy back their stock in attempts to increase their earnings per share.

With these startling trends in mind, public company profit sharing plans should include two separate components. The first component is a traditional profit-sharing plan that provides a payout based on the primary profit metric associated with the business unit or segment most relevant to the membership on a geographic basis. This profit metric should

be publicly disclosed and reported to the Securities and Exchange Commission (SEC). For example, a profit figure for U.S. or North American operations is often the most pertinent to base the plan on if a company publicly reports such a figure.

The second component aims to give UAW members an equitable share of the excess cash they helped generate by incentivizing companies to invest more heavily in their U.S. operations and workforce. An additional payout would be provided to UAW members when a company distributes money to shareholders through special dividends, increases to ordinary dividends, or when announcing a stock buyback program.

- **Private for-profit companies:** Contracts should base profit-sharing plans on the company's primary profit metric, which is often the same metric that determines executive compensation plans. Since there is often no publicly available financial information to rely on, the utilized profit metric should be fully traceable to a set of annual financial statements that an outside accounting firm audits.
- **Non-profits or public sector:** In organizations where profit generation is not the primary goal, a bonus plan can still be possible using other financial or operational metrics. Examples of alternative metrics include operating surpluses and budget performance. Whatever performance metric used, it should be traceable to publicly available financial disclosures, such as Federal Form 990 filed with the IRS or annual financial statements audited by an outside accounting firm.

Regardless of the type of profit-sharing plan negotiated, UAW members must have a voice in the initial development and continuous review of the plan to ensure the metrics are appropriate, achievable, and understood. In addition, a well-defined dispute resolution procedure should also be part of any negotiated plan.

Companies often propose profit sharing plans to shift costs away from "fixed" wages and benefits to "variable" payments, which they only make if achieving profit metrics. This is a false choice. The UAW takes a different view. Profit-sharing plans should supplement solid wage and benefit increases negotiated at the bargaining table, rather than replacing those wages and benefits.

## **Work Schedules**

Since our last Special Bargaining Convention, so much has changed for our members in the workplace. For the first time in a century, we suffered a pandemic that wreaked havoc on our society. Through so much loss of life for our members and their families, the pandemic shed light on our membership. Our members recognized the value of work-life balance, with time for ourselves and our families being more important than ever before.

The UAW stands on providing our members with the best collective bargaining agreements. Contained within those agreements are understandings and commitments that our members have work schedules that provide the company with the needed work while providing our members with the work-life balance they deserve.

In the industries we represent, our members have worked a variety of schedules, including the traditional five-day work week, alternative work schedules or flextime schedules. Some schedules have worked for our members while others have placed undo stress on our members. We believe that schedules can be designed or modified to address both the employers' needs and the work-life needs of our members.

There are so many work schedule models available. Whichever work schedule model is negotiated and ratified by the membership; it must be based on the demands of our

membership established through collective bargaining. The union supports limiting the number of hours that a company can force our members to work. Work schedules that may require overtime should have strict limits on both duration and frequency and overtime should never be used to circumvent the hiring of new members.

The union does understand that certain represented worksites must respond to the ever-changing fluctuation in demand for the product or service provided. Those demands may require additional working hours or overtime. However, when this is necessary, employers should be forced to adhere to providing advanced notice and our members should have the ability to decline overtime, especially during valued holiday periods.

Work schedules should also consider the safety and health of our members. For example, fair work schedules can help to eliminate injuries by reducing fatigue and providing adequate relief time and job rotation, where possible. The nature of the jobs we perform for these companies should be carefully monitored and those jobs that are more ergonomically onerous should have strict limits and shorter duration. Safety and health remain among the most important responsibility employers have to workers. The union will work to incorporate input from members and develop schedules around these principles.

When alternative work schedules are considered, the union must seek consistency in compensation practices for all mandatory, voluntary, or obligatory time away from the job. This includes correlating work schedules with the appropriate wages and premiums for vacation, bereavement, jury duty, and all other necessary leaves for our membership.

During the pandemic, the working world recognized that some employees could work remotely and still provide their employers with productive work of the same high quality as if the worker was within the workplace or office. For our members who can work remotely, we must ensure our agreements with the companies reflect that these employees should fall under the same protections as members who must work in the workplace, such as overtime premiums and work relief.

The union supports premium compensation for any work schedule that requires working beyond the traditional 8-hour workday or beyond a Monday thru Friday workweek. These premiums help provide some compensation for the valuable time lost from family and other activities outside of the workplace that are near and dear to our members.

When operationally feasible, our members should be able to adjust their work schedules, such as start time or end time or even the days they work to meet individual needs, such as childcare and elder care for loved ones.

The union also encourages negotiating schedules that compress the work week in order to improve the quality of life and provide time to take care of personal business and support the communities in which our members reside. The union will demand more paid personal time and vacation time off work and additional holidays to be covered by the term of the agreement.

The union is emphatically against companies attempting to use alternative work schedules to limit or reduce other contractual rights, such as employer paid health care and retirement benefits. Compressed or modified work schedules are meant to improve work and family life and we should not allow schedule changes to degrade these contractual improvements earned by generations of UAW members of the past and present.

The global pandemic has shown that value of essential workers and the risks that many workers must take to keep the economy and society running smoothly. The pandemic highlighted an issue that unions have long fought for: the rights of workers to take paid sick days rather than choose between their health and their livelihood. We will fight to demand workers are treated with dignity by enhancing sick pay provision at the bargaining table and

advocate for policies that enhance workers' right to sick pay. This should include adequate sick pay for workers required to quarantine or otherwise miss work to prevent the spread of contagious diseases.

In all cases, the union believes that work schedules should be designed and implemented, jointly, through good faith bargaining with employers. Through negotiations, we can ensure that schedule flexibility can be applied in a manner that is equitable rather than arbitrary. The balance of work and life are essential to our members' lives, families, and communities.

## **Temporary Work**

Temporary and contingent work in the United States is at an all-time high. We recognize that some jobs are temporary by their nature, however that is not what is driving the growth in temporary employment. The current trend is the creation of a long-term temporary workforce as a way for employers to evade responsibility for financial obligations, such as unemployment insurance and workers' compensation. At many non-union companies, temporary agencies employ thousands of workers that labor alongside the employer's direct hires. The problem with these temporary jobs is that they are often highly insecure, with sub-standard pay and benefits, few employment protections and limited access to collective bargaining rights, regardless of whether they last a few weeks or many years.

We must distinguish true temporary assignments from long-term temporary workers filling permanent jobs. If this practice is not stopped, decades of bargaining gains will be at risk.

Our agreements should include limits on the use of temporary and contingent workers. When temporary workers are employed, they deserve a seat at the table with union representation. We also have the duty to assist other workers in the fight to organize and demand that their employers provide clear, achievable pathways to secure employment.

Our bargaining goals include:

- Our contracts should limit the use of temporary workers. We will seek language in our agreements limiting the conditions in which temporary workers are used, the number of temporary workers, the duration of their employment and by whom they are employed.
- Temporary workers should be employed directly by the employer with which we already collectively bargain and should not be employed through a temporary agency.
- Temporary workers must have a path to permanent employment. Our agreements should include a defined and achievable pathway for temporary workers to become permanent.
- Temporary workers should be covered by a collective bargaining agreement, receive the same pay as other newly hired workers, and have access to employer paid orientation and union representation.

## **Work and Family**

As a union, we resolve to advance work and family issues through the collective power of our members by demanding employers create workplaces that place equal value on doing our jobs and caring for our families. Our bargaining goals include (1) common sense scheduling, (2) contractual language that recognizes different family structures, (3) child and elder care resources, and (4) contractual language for nursing parents. Attainment of these goals yields retention of our members as they care for their families.



## ***Schedules***

Work schedules that support both work and family life reduce absenteeism and stress in the workplace improve worker health, safety, and well-being. We support the goals identified in the Work Schedule section of this resolution, as well as fair scheduling issues pertaining to work and family, including:

- Right to refuse mandatory overtime
- Flexible hours
- FMLA extensions for catastrophic events and no rolling calendars

## ***Chosen Family Contract Language***

Recognition of diverse family structures is imperative in modern society. Long-term partners, friends who have become like siblings, or a neighbor who provides regular care to an elderly individual are now considered family.

To account for this, we will bargain for:

- Chosen family contract language – to provide the contractual right to sick time and bereavement that covers not just people related by blood or legal ties but also chosen family.

## ***Child and Elder Care Resources***

We resolve to expand our child and elder care assistance programs. For our work sites that have existing child and elder care resources, we resolve to know and identify what programs are available and accessible to help our members as they are planning and coordinating child and elder care.

To do this, we will bargain to:

- Always have a designated person/people available to assist members who are navigating through elder and/or childcare issues.
- Meet individually with members to evaluate their needs and match them to available services.
- Work with childcare providers and area agencies on aging in the community to improve the quality-of-care services and negotiate group rates.
- Have onsite educational programs that provide resources, seminars, educational materials and hold elder/childcare fairs that invite local businesses to discuss options available to our members.
- Have onsite childcare to make the work and family balancing act easier for members to manage. This will also increase employee retention, productivity and reduce absences due to childcare issues. In locations where onsite childcare is not a possibility, group rates should be negotiated with nearby facilities to provide more affordable, quality childcare for employees.
- Negotiate group rates or onsite programs for school-aged children for before and after school care, holidays, school closings and summer programs.
- Expand flexible spending accounts for use on elder and childcare.

## ***Parental Leave***

Paid parental leave should encompass all variations of the family and enable parents to be present in the life of their young children.

To do this we need to bargain:

- Paid parental leave.
- Extension of parental leave to include the non-traditional family, recognizing a parent's role regardless of their presence on the birth certificate.
- Extension of existing paid parental leave.
- The option to use parental leave intermittently throughout the first year after birth.
- Paid adoption leave for parents who have recently adopted, with intermittent leave offered throughout the year following the adoption.

### ***Nursing Parent Resources***

We will bargain to make lactation rooms available and accessible at all worksites and bargain to provide adequate time for pumping during the workday.

- Lactation rooms should be:
- No more than a 5-minute walk from worksite.
- Functional for expressing milk.
- Shielded from view.
- Free from intrusion by the public and co-workers.
- Available whenever a parent needs to pump or express milk.
- Equipped with an outlet and a small refrigerator to store milk.
- Not in a bathroom.

## **NON-ECONOMIC ISSUES**

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### **Health and Safety**

Protecting workers on the job and providing workplaces that are free from known hazards will continue to be our highest priority. After four consecutive years of workplace fatalities exceeding 5,000 deaths annually, including a decade high of 5,333 deaths being reported in 2019, workplace fatalities declined by 10.7% in 2020 to 4,764. The decline in fatalities is related in part to a large percentage of the workforce being idled due to the COVID-19 pandemic. As post pandemic employment spiked, 2021 fatalities increased to 5,190, up 8.9% from the previous year. While progress has been made in reducing the number of fatalities in the workplace, there is much work to be done. It is unacceptable for anyone to report to work and never return home to their families at the end of their shift. Over 90 workers per week, or 14 per day, still perish on the job because of hazardous work environments.

In addition to fatalities, approximately 2.6 million nonfatal workplace injuries and illnesses were reported, with nearly 900,000 of them resulting in lost workdays. The average number of days away from work related to an injury or illness was 12, resulting in both physical, emotional, and economic hardship to workers and their families. It is estimated that the true toll of neglecting workplace safety is two or three times higher due to underreporting and fear of job loss or reprisal.

The hardship endured from injuries and illnesses, as well as the tragedy of fatalities, indicates

that health and safety standards need to be continually strengthened. Increased funding for worker training programs and more Occupational Safety and Health Administration (OSHA) inspectors are needed to ensure compliance with OSHA requirements. Helping employers and workers reduce on-the-job hazards to prevent injuries, illnesses, and deaths in the workplace must remain a top priority.

OSHA regulatory and compliance standards were rolled back, repealed, or weakened through presidential memorandums and executive orders during the Trump Administration, resulting in work becoming more dangerous and deadlier. Assaults targeting regulatory protections and reduced funding for worker safety initiatives led to year over year increases in injuries, illnesses and fatalities from 2016 through 2019. Rules requiring employers to keep accurate injury and illness records and to disclose safety, health, and labor violations to qualify for federal contracts had been repealed. OSHA's resources to enforce job safety and oversight were too few and declining. At the end of the Trump Administration, there were less than 800 federal and 1,000 state inspectors responsible for the health and safety of 130 million workers. That is one inspector for approximately every 73,000 workers or only enough inspectors to inspect workplaces once every 150 years. Fewer resources and less oversight mean more workplace injuries and deaths. Workers need more health and safety protections, not less. These reductions were unacceptable. In addition to reduced funding and rollbacks of regulatory protections over the past four years, the Department of Labor (DOL) lost approximately 14% of their staff, limiting DOL's ability to perform inspections and conduct investigations. America's workers deserve better.

Fortunately, the current Administration in Washington, D.C. has made enforcement, oversight, and worker protection a priority. In fact, President Biden signed an Executive Order on protecting worker safety and health in the first two days of his presidency that directs OSHA to increase enforcement of existing standards and mandates that OSHA target enforcement efforts toward larger employers and employers with whistleblower complaints. Biden has promised to increase the number of inspectors and has directed the federal agency to coordinate with the 22 state plans in beefing up enforcement efforts. After calling for a \$304 million increase in the DOL's worker protection agencies for 2022, the Biden Administration has proposed a 14.5% increase in funding for the DOL's 2023 fiscal year budget that calls for \$14.6 billion in discretionary resources, including \$701 million for OSHA, as part of the Administration's 2022-2026 strategic plan aimed at empowering and protecting workers. Some of the money is projected to be used to hire nearly 500 more full-time equivalent workers for OSHA, including 179 new inspectors.

We must safeguard against future Administrations who may once again attempt to reduce funding, eliminate safety standards or roll back worker protections. Given the scarcity of resources left from the previous Administration that must be replenished, we will continue to bargain for stronger health and safety language in our contracts and demand more involvement in safety processes throughout every employment sector, based on identified hazards, job evaluations, and the ability to eliminate or control all hazards. Therefore, in this round of bargaining we will stand steadfast in maintaining previously won protections and demand improvements in the following categories:

### ***Health and Safety Training***

All UAW-represented workers should receive jointly administered, employer-financed, health and safety training informing members of their rights to a safe and healthful work environment, as well as detailed job-specific safety training identified by established local joint Health and Safety committees. The training should be delivered by other UAW-represented workers. Where joint training programs have not yet been established, we will demand that health and

safety courses that address hazards specific to the type of work performed are made available to workers.

### ***Research***

Employer-funded, jointly administered research needs to be expanded in all safety related disciplines. Whether it is reduced chemical exposures, substitution of toxic chemicals with safer ones, ergonomic equipment and process design that limits stressors, or new technologies and the risks associated with them, all types of workplace hazards in all sectors need to be identified and programs developed for prevention.

### ***Injury and Illness Reporting***

We will bargain language to encourage reporting of near miss and safety related incidents no matter how minor in scope and to protect workers from fear of reprisal for reporting such incidents. Near miss and minor incidents identify potential workplace hazards that can be remediated before a more serious incident or injury occurs. We will continue to oppose and seek to eliminate any employer threats to discriminate, discipline or discharge a worker who reports a workplace incident or injury. This includes discipline for failure to report an event soon enough. Whatever the time window might be (same shift, 24 hours, etc.), workers will simply not report if they get beyond the time window and fear discipline. We think reporting late is better than never reporting. Further, we will oppose “behavior-based safety” schemes designed to focus on worker actions rather than processes and elimination of hazards. We stand opposed to drug testing in reporting a safety incident. Such drug testing actively discourages reporting and, in many cases, such as with repetitive motion injuries, is entirely unrelated to the substance of the report.

### ***Refusal of Hazardous Work***

We will pursue improved language protecting and enforcing workers’ rights to refuse a hazardous work assignment. A worker who has a reasonable belief that their work assignment may result in death, serious physical injury or illness must have the right to, in good faith, refuse such work without retaliation until such time as the recognized hazards are remediated and satisfactory safe work instructions are developed.

### ***Emergency Response***

Every worksite must have an established written emergency response plan available to employees for review. The response plan is to include practiced responses to inclement weather, fire, chemical, biological, active shooter, and workplace violence. An up-to-date contact list of key facility and municipal emergency response personnel, continuous training, and regular evacuation/take cover drills with separate signals for take cover, evacuation and all clear must be included. Signage, designated mustering areas, emergency lighting and a system to account for all workers in the event of an emergency must be in place.

### ***Medical Treatment***

We will demand that management include us in establishing objective criteria in every worksite to provide properly staffed quality, professional, timely medical treatment to workers who are injured or become ill on the job. Medical treatment must be available for workers on all shifts and those scheduled to work weekends and/or holidays.

### ***New Technology***

Advanced notification of new processes, equipment, machinery, or systems of work must be provided to us at the earliest design-in stages possible so that potential hazards can be identified and addressed prior to introduction. Newly developed materials, such as nanotechnologies,

advanced composites or newly developed chemicals, solvents, or fluids, must be assessed for risk and deemed safe for use prior to exposure to any workers. It is imperative that Safety Data Sheets be kept current and available upon request. As electric vehicle manufacturing becomes an increasing part of the work of UAW members, we must demand that our employers correctly identify hazards associated with new components, such as those associated with lithium-ion batteries, identify safer substitutes where possible, use engineering controls to protect our members from these hazards and provide our members with the training and equipment necessary to respond to hazardous situations in real time.

### ***Preventative Maintenance***

Every worksite needs a well-developed written plan that identifies and documents scheduled maintenance on all equipment, machinery, devices, and processes used in operations or environmental safety. Planned Maintenance (PM) should be developed based on Original Equipment Manufacturers (OEM) recommendations, on either an accrued hours or calendar basis. Use of techniques such as vibration analysis and infrared technology, as well as other methods of identifying faulty equipment, should be incorporated into scheduled PM. Skilled trades workers, technicians and other pertinent workers must be trained in all relevant safe operating procedures, regulatory, code and standard requirements prior to being assigned maintenance or repair tasks. Deficiencies must be corrected immediately, or equipment removed from service until corrective action can be completed.

### ***Ergonomics***

Workplace ergonomics issues and related injuries may affect over 2 million workers in the U.S. each year. Bargaining for a recognized Ergonomic Standard in all employment sectors is vital in combating the epidemic of work-related musculoskeletal disorders (MSDs). 33% to 50% of these injuries are serious enough to cause lost time from work, with back injuries accounting for almost half of all compensable MSDs. Repetitive movements, poor deviated work postures, high contact stress and continuous vibration to parts of the body can all be prevented by ergonomic intervention.

Our bargaining agenda for improved ergonomics must include:

- A commitment from employers to fix jobs that are found to pose a hazard.
- Employer funding for ergonomic improvements in all sectors.
- Accurate reporting, investigation, and correction of jobs where worker symptoms are indicative of ergonomic hazards.
- An agreement by employers to follow established ergonomic best practices as recommended by the UAW Health and Safety Department.
- Requirements that all new equipment meet appropriate ergonomic design standards and insisting on UAW involvement in design and implementation stages of new equipment and processes.
- Safety equipment must be designed to work effectively for all sizes of workers.
- Negotiate ergonomic language to protect health care workers required to lift and move patients.
- Employer-funded access to professional stretching services that target problem area created by repetitive work to help prevent serious injury.

## **Noise**

Protection against hearing loss is of paramount importance to workers as it affects their lives forever. We will bargain for noise hazards to be addressed by joint union-management committees and call for increased engineering controls, such as machines designed to be quiet and sound barriers. We will also bargain for administrative controls, such as buy quiet programs, rather than relying on personal protective equipment only. We will demand that regular audiometric testing be performed for workers exposed to levels above 85 dBA and demand a reduction in noise levels to 80DbA or less (with a three-decibel doubling rate), in the worksite, in existing equipment and in all newly purchased equipment and machinery. We will continue to demand a safer level than the minimal OSHA standard.

## **Hazardous Energy Control (Lockout/Tagout)**

Failure to lockout/tagout and isolate or dissipate stored energy sources can result in serious injury or death to our maintenance, skilled trades, and operations workers. Control of hazardous energy and proper machine guarding are consistently cited as top ten OSHA violations. To address these issues, we demand that:

- Specific lockout/tagout procedures be developed and adhered to in all worksites with our full involvement. These procedures are to include equipment-specific training and annual refresher training for all operators, maintenance, and repair personnel. Written procedures and proper placarding for identification of energy isolation devices are required. Further, all hazardous energy control procedures must be reviewed and updated as needed at least annually or when new equipment is installed, existing equipment is modified, or worksite rearrangements/process changes are conducted.
- Safeguarding and safety devices must be added or designed into equipment as needed. Existing equipment should be re-engineered so that proper energy isolation is easily identified with as many built-in safeguards as possible.

## **Vehicle Traffic**

Over-the-road and powered industrial vehicle/pedestrian traffic are major causes of serious injuries and fatalities. We will demand improved safety protections in highway work zones, on facility properties, in and around loading docks and in high pedestrian industrial vehicle traffic areas. These should be addressed through the formation of vehicle/pedestrian safety committees as needed in worksites and via the use of new technologies where available. Protections need to include safe operating procedures for over-the-road trailer placement in and out of loading docks, securing trailers to dock plates, proper trailer inspection prior to driving a powered industrial vehicle onto a trailer, securing rail cars and dock boards properly, and establishing safe vehicle/pedestrian traffic patterns inside worksites.

## **Working Alone**

Working alone is inherently dangerous in all sectors, whether it be working on non-routine tasks in isolated locations, confined entry spaces, home visits or off worksite client interactions. We strongly support protecting workers by using a "buddy system." If not feasible, communication devices or, if possible, an appropriate level of personal surveillance must be provided to all workers given isolated, remote, or field assignments.

For workers assigned to work in hazardous areas, confined spaces or areas of atmospheric concern, proper precautions must be taken in accordance with safe work practices, including air sampling and adequate ventilation when necessary. If a worker is reasonably concerned that their safety is jeopardized because they are working alone, management must provide the worker with an applicable written safe operating practice detailing precautions to take to perform the task safely.

### ***Biological/Chemical Hazards***

Our members are exposed to a large number of chemical and biological hazards in their workplaces. The pandemic taught us that infectious diseases are potentially a problem in every workplace, not just in healthcare. Similarly, chemical hazards are not just confined to manufacturing. Many sterilants, drugs and anesthetics used in healthcare are highly toxic. Our academic workers are exposed to both chemical and biological hazards in their laboratories. Our gaming workers are often exposed to carcinogenic cigarette smoke. Effective procedures must be in place to protect workers from exposure to potentially hazardous biological or chemical agents. These should include substitution or elimination, engineering controls, administrative controls and, as a last resort, personal protective equipment. Those who are exposed to chemical or biological agents despite the application of the hierarchy of controls must be provided with medical services, physical examinations and other appropriate testing and treatment at no cost to themselves. Workers must be provided with all records related to occupational exposure and potentially work-related medical conditions.

The Trump Administration's assault on regulatory protections resulted in a complete failure to respond adequately to COVID-19 in the workplace. Unfortunately, OSHA did not respond quickly after the change in Administration. OSHA protection against occupational chemical exposures and workplace chemical disasters has also been inadequate.

To protect our members against infectious diseases in the workplace and against other injuries and illness caused exposure to chemical and/or biological agents in the workplace, we will demand:

- Pandemic preparedness plans for the next pandemic that incorporate lessons from this and previous ones.
- Infectious disease programs to be applied and implemented in all workplaces that address ventilation, respiratory protections as defined by the OSHA respiratory protection standard and makes use of barriers and distancing only to the extent that they are truly supported by scientific evidence.
- Increased involvement in exposure measurement and remediation through the expanded use of company-funded UAW Industrial Hygiene Technicians in worksites.
- Reductions in the use of toxic chemicals through substitution of safer chemicals or other methods.
- Frequent inspection, maintenance and upgrading of filtration, ventilation, and air cleansing systems to improve environmental air quality including protection from exposure to environmental tobacco and other smoke.
- More protective exposure limits to all known toxic chemicals including, but not limited to, coatings, lubricants, adhesives, hardeners, solvents, cutting fluids, airborne materials, etc.

### ***Hazardous Waste/Environmental Safety***

Improper handling of waste materials, wastewater, accidental discharges, and spills can lead to toxic substances finding their way into the air, water and food taken in by our families, our neighbors and ourselves. To ensure safe communities, we must demand proper safe handling and disposal of toxic waste. To address environmental issues and concerns, we will demand involvement in the development and monitoring of worksite environmental protection procedures and to receive all data related to environmental protection programs that safeguard against toxic chemical releases. We will demand that facilities inform us as to whether they are covered by EPA's Risk Management Plan standard and that they allow us the greatest possible degree of cooperation in the development and implementation of risk management plans, as well as other aspects of the standard.

### ***Inadequate Staffing Levels***

Inadequate staffing levels have contributed to unnecessary safety and health hazards for workers in all employment sectors. Staffing shortages in health care and public-sector worksites put workers and the public at risk. Therefore, we demand that staffing levels are adequate and sufficient to protect workers from health hazards related to excessive workloads or caseloads. Agreed-upon staffing levels protect the safety of our workers, as well as the patients and clients they serve.

### ***Contractor and Outsourcing/Privatization Safety Implications***

We stand opposed to outsourcing and privatization of work as it invariably introduces unsafe work practices into the worksite. Third party, contract or agency employees with inadequate health and safety training put UAW-represented workers at risk due to dangerous work practices that potentially erode our well-established safety policies and procedures. Contracted third party workers typically are not trained to the level required to perform work safely in our represented facilities. Often third-party workers safety training consists of nothing more than asynchronous or self-administered online training. A needed key component in safety training is observed practical exercises designed to demonstrate knowledge and application of required safe work practices. In the event management is contemplating the outsourcing of work as an only alternative, or utilizing third-party employees or outside contractors, and prior to the letting of contract work, we demand that:

- The joint parties review all proposed subcontracting, third-party or contract work historically performed by our well-trained bargaining unit members and that every effort be made to assign such work to seniority employees.
- Supplier and contractor health, safety and environmental practices be reviewed and are weighed heavily in the decision for sourcing or privatization contracts.
- Third-party employees and outside contractors must be required to comply with all established safety requirements commensurate with represented workers.
- Contractors must provide a job site safety plan to the local joint parties for review and approval before work is performed.
- Where the nature of the contracted work requires a third party/contractor employee to work in proximity to represented workers, adherence to all worksite safety practices is mandatory.
- All contractor safety incidents, injuries or near misses must be reported to the proper UAW representatives at the worksite.
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- We will be granted access to both domestic and foreign supplier plants or vendors for investigating their health and safety practices.

We will be provided with environmental and safety records from all suppliers and vendors and be given the opportunity to respond to any concerns.

### ***Periodic Joint Audits of Worksites***

In recent years, the DOL and OSHA have seen funding and human resources decline, hence, there are fewer federal and state worksite inspectors available to perform safety inspections/ audits of worksites. Regrettably, some employers have determined that mitigating risk and eliminating potential hazards is a cost they would rather not incur. Diminished compliance inspections put workers at greater risk of workplace injuries, illnesses, and fatalities. To ensure that employers meet their obligation in providing a safe and healthful work environment, we demand that:

- Employers agree to a joint formal performance review (audit) of their locations and health and safety practices as a means of obtaining and re-enforcing compliance with established health and safety requirements and regulations.
- A worksite visit itinerary be established and scheduled through appropriate channels, with a worksite joint opening conference that includes the Shop Committee Chairperson, the highest- ranking member of management, and other key health and safety facility personnel.
- A joint facility walk around inspection be performed so that hazards can be identified and mitigation strategies can be implemented.
- A joint review of all written programs, training records, and safety process documents be conducted to ensure compliance with federal, state and contractual requirements.
- A joint closing conference be held that includes the Shop Committee Chairperson, the highest-ranking member of management, and other key health and safety facility personnel for the purpose of reporting out audit findings.

### **Non-Discrimination, Diversity and Inclusion**

Our union's history is rooted in social activism and the pursuit of equal opportunity and social justice for all working people. We have always rejected and opposed discriminatory practices, wherever they occur. We stand for creating working conditions where people are able to work free from discrimination. At the bargaining table, even before our nation passed laws to require non-discrimination in employment, we demanded equal rights based on race and sex, winning landmark protections for our UAW family and showing the world what democracy and equal protection in the workplace look like.

Nevertheless, despite decades of legal and contractual protection against discrimination in the workplace, we still have much more work to do to guarantee civil and human rights for ourselves and all workers. Our nation's dialogue today over these issues serves as a stark reminder that fear and ignorance still inform the perceptions and beliefs of too many.

Too often, powerful forces try to use what is different among us as a means to divide us. When we look around our workplaces, we see people of different ages, races, genders, religions, sexual orientations, gender identities/expressions, abilities and nationalities. We believe these differences should be respected and embraced and reject any attempts by employers or politicians to divide us.

Local unions and members are encouraged to engage fellow members by sharing information that raises awareness about discrimination or organizing activities that show appreciation for different celebrations or cultural practices. When we build solidarity by embracing our diversity and standing-up for one another, it makes our whole stronger.

We also stand committed in opposition to all forms of sexual harassment. We applaud the courage demonstrated by the many victims of workplace sexual harassment who have come forward to combat sexual harassment. We pledge our support for any victim of sexual harassment and renew our commitment to creating workplaces free of sexual harassment.

In our upcoming negotiations, we will continue our proud history of leading the way to crush discrimination in all its forms by:

- Demanding broad nondiscrimination clauses that ban workplace discrimination based on race, sex, religion, creed, color, national origin, age, disability, sexual orientation, gender expression and gender identity, marital status, political affiliation or union activity. Violations of these clauses should be subject to the grievance and arbitration provision, including for temporary or probationary employees.
- Demanding that employers dedicate the necessary resources to ensure our workplaces are inclusive and that employers create a harmonious work environment in which all workers can thrive. This process should include joint union and management training on diversity and inclusion.
- Requiring employers to provide education and training on anti-discrimination practices, workplace rights, and our shared responsibility to help eliminate discrimination and harassment in all its forms from the workplace.
- Demanding a comprehensive program to eliminate sexual harassment which includes a confidential complaint process, mandatory prompt investigation, counseling, and anti-retaliation provisions to protect those who come forward to report their or another's harassment.
- Requiring that employers adopt policies and procedures that will allow them to live up to their legal obligation to provide a safe workforce, free from overt signs of discrimination.
- Advancing a process to determine whether wage disparities exist between jobs of comparable worth. This process should include an assessment of comparable skill and responsibility to remedy unfair wage disparities.
- Requiring employers to eliminate work safety hazards and physical demands that prevent members with disabilities from staying on the job or returning to work.
- Demanding the right to bargain over identification and implementation of reasonable accommodations that keep workers employed during periods of temporary or permanent disability, including due to pregnancy.
- Rejecting all attempts by the employer to directly deal with workers who need such accommodation.
- Rejecting employer proposals that make arbitration the exclusive remedy for worker discrimination claims. We oppose proposals that require us to waive a worker's legal right to pursue federal and state discrimination remedies to the contract's grievance and arbitration procedure.

## **Discipline, Grievance Procedure and Union Representation**

The grievance procedure is a cornerstone of our collective bargaining agreements. An effective grievance procedure provides due process for the grievant while ensuring that workplace disputes can be resolved in a timely fashion.

In contrast to management-controlled policies, a properly functioning grievance procedure brings greater fairness to the workplace. It also contributes to an atmosphere of mutual respect which is essential to creating and maintaining a high level of quality and productivity.

Collectively bargained grievance procedures co-exist with federal, state, and local laws that protect against various forms of employment discrimination. A grievance procedure must not replace our individual rights under these laws.

Our bargaining strategy will focus on establishing and enhancing key aspects of the grievance procedure, including:

- Clear and complete descriptions of the grievance procedure so that it is easily understood and applied.
- Language that gives our stewards, committee members and other representatives the necessary time to fulfill their responsibilities and provide effective representation.
- Language providing our stewards, committee members and other bargaining unit level representatives paid time to investigate grievances and administer the agreement.
- Language requiring the employer to provide our representatives with all information needed to administer the agreement and evaluate and process grievances.
- Clear and enforceable time limits so that grievances move through the system and are resolved quickly.
- An option for expedited arbitration, even if only in certain cases, such as policy grievances and serious discipline or discharge situations.
- An option for the use of closing statements instead of briefs for routine arbitration cases.
- Language providing for special mechanisms – such as pre-arbitration mediation – to alleviate grievance backlogs.
- Provisions requiring an appropriate amount of interest be included in all back-pay awards.
- Provisions requiring the company to repay unemployment insurance benefits, if any, as part of all back-pay awards.
- Increased union representation as needed to ensure that our agreements are administered on a timely and effective basis.
- Language recognizing that the UAW Constitution sets out a detailed procedure for internal union review of grievance handling matters, and that when such a review determines a grievance was improperly handled or that new evidence changed the outcome, the employer will reinstate the grievance into the procedure.

In disciplinary cases, we will seek:

- Just-cause provisions requiring an employer to follow fair procedures and have a reasonable basis for its actions.
- A progressive discipline system which requires the employer to notify the employee of the consequences of continued misconduct and provide the employee an opportunity to correct his/her actions.

- Provisions that require the employer to issue timely notice of discipline, or risk foregoing discipline altogether.
- Clearly stated penalties that are appropriate and proportionate to the misconduct.
- Provisions that require disciplinary records be removed from the worker's personnel file after a reasonable period.
- Provisions keeping a worker on the job until charges are proven, except in instances where health and safety in the workplace is jeopardized.

## **Privacy and Surveillance**

Technological innovation and digitalization of data in recent years has dramatically increased employers' ability to monitor workers. Although technology can help to improve efficiency and life in the workplace, it can far too easily be used improperly to track and monitor workers. The UAW strongly supports the rights of workers to maintain a private life free from employer interference or monitoring. The UAW is opposed to unnecessary or intrusive monitoring practices by employers. The UAW is strongly opposed to any employer monitoring of workers during non-working hours and in non-work locations. Surveillance systems, including video cameras, are mandatory subjects of bargaining and employers must provide notice and are required to bargain over such matters before conducting surveillance of unionized employees.

Today, most employers use some form of workplace monitoring. In the workplace, employers routinely monitor workers' movements through key cards, security cameras and Global Positioning System (GPS) technology. Sensors built into machinery or other equipment can track workers' productivity and even biometrics such as heart rate and fatigue. Employers monitor workers' computer keystrokes, email, internet browsing histories, voice mail, and interactions with co-workers. Outside of the workplace, some employers try to monitor workers' off-duty use of social media and online activity.

Aside from the intrusion on workers' personal liberties, the loss of workplace privacy has a negative impact on workers' health, productivity, and morale. Monitoring workers creates a culture of distrust and undermines the ability to develop natural human relationships in the workplace. Numerous studies of workplace monitoring show that workers subjected to these invasive techniques exhibit increased levels of stress and a greater frequency of physical problems which can raise medical costs and cause other expenses for employers, such as lost time and absenteeism. Safety and quality can also be adversely affected as workers feel pressure to increase their volume or productivity.

Because intrusive or pervasive workplace surveillance creates more harm than good, and because nonworkplace surveillance by employers represents a totally unjustified intrusion into workers' private lives, the UAW must address these issues with our elected officials at both the state and national levels, as well as at the bargaining table by:

- Limiting employer monitoring of workers' on-duty communications, with clearly defined exceptions and privacy safeguards. For example, before an employer is permitted to monitor a worker's on-duty communications, it should be required to already have probable cause to suspect the worker of wrongdoing or have a specific business need to monitor the communication in question.
- Requiring employers to publicly and specifically disclose the conditions under which worker communications are to be monitored through specific and separate disclosures that are not buried in legalese or boilerplate.

- Prohibiting all employer monitoring or accessing of union-related or collective-action-related communications by workers, especially communications by union officers, bargaining committees, and organizing committees.
- Prohibiting all employer monitoring of workers' off-duty electronic communications. This prohibition should extend to employers' directly accessing employees' social media or networking sites, as well as to employers' inducing co-workers to access such sources on its behalf. This prohibition should also extend to policies that require or encourage workers to share passwords with the employer, to "friend" the employer, or in any other way provide the employer with access not available to the general public. Employers must also be prohibited from using information obtained from such sources to discriminate against employees or as a factor in disciplining, terminating, or hiring employees.
- Eliminating especially intrusive employer practices, such as video monitoring of employee restrooms and break areas or requiring workers to carry microphone-enabled devices that are able to monitor their oral communications.
- Prohibiting employer use of GPS or other technologies that can monitor worker whereabouts or movements, especially when workers are off-duty.
- Forbidding employers' use of information acquired through monitoring of workers to set production standards or to discipline workers.
- Requiring the employer to disclose information it obtains through worker monitoring with the union for the purpose of effectively administering contract provisions that touch on workplace privacy matters and whenever such information is requested and is relevant or exculpatory in the context of a union grievance.
- Forbidding employers from maintaining information obtained through monitoring a worker once that worker has been found innocent of an infraction or has had any relevant discipline removed from his or her personnel file.

## **Workplace Violence**

Acts of violence in the workplace can disrupt nearly all aspects of society. They can result in physical, psychological, and financial costs to victims. They can also drive down employee productivity and morale and increase turnover. Organizations can also endure financial costs due to lawsuits and increased employee medical insurance rates. Co-workers, witnesses, victims' families and the community can all be negatively impacted.

Researchers must establish reliable indicators of the nature and level of the problem across the nation because of the potential consequences of violence in the workplace. On average, 1.3 million nonfatal violent crimes in the workplace occur annually. The average annual rate of nonfatal workplace violence was 8.0 violent crimes per 1,000 workers (age 16 or older.) The offender was unarmed in the majority of nonfatal workplace violence (78%). The victim sustained an injury in 12% of nonfatal workplace violence victimizations. Fifteen percent of victims of nonfatal workplace violence reported severe emotional distress due to the crime. This only goes to show that workplace violence does not have to include a weapon to be harmful or dangerous.

When it comes to workplace violence, female workers are often the victims. While all workers are subject to slips, trips, falls, and other injuries, female workers were more likely to experience nonfatal injuries due to workplace violence that result in days away from work. This includes sexual harassment and assault in the workplace. According to a recent national study, 81% of women and 43% of men reported experiencing some form of sexual harassment and/

or assault in their lifetime. This should not be so. Every person has a right to a workplace and society that is free from this abhorrent behavior. We must continue to advocate for workplaces free from discrimination, harassment, and intimidation.

Workplace violence, like other occupational hazards, is best dealt with through a health and safety program. With workplace violence and active shooter incidents occurring all over the country, we will demand our collective bargaining agreements contain:

- A written workplace violence prevention program that includes comprehensive training.
- A site emergency response program that details responses to all types of violent incidents.
- An employer-funded active Employee Assistance Program (EAP) that assists workers suffering from stressful life events at work and at home. Stress, long hours, and fatigue are often triggers that lead to potentially dangerous actions.
- Access to employer-funded, targeted, and licensed mental health and counseling referrals.
- Policies to regulate or eliminate weapons from the workplace as a measure to reduce the potential for a serious injury or fatality.
- Policies and procedures to ensure swift reaction to any serious or credible threat of violence.
- Measures to immediately address any menacing behavior, such as stalking, assault, harassment, discrimination or intimidation, including but not limited to, the use of a weapon.
- A provision forbidding the use of profiling as a predictor of a potential act of violence or as justification for questioning a worker about an incident of workplace violence.
- Participation by UAW representatives in investigations of job-related complaints and incidents involving actual or potential violence, abuse, harassment, discrimination or intimidation, and in discussions and decisions about preventive measures.
- Provisions for UAW representatives to defend the actions of a worker identified as having participated in or threatened a violent act. We recognize that we do not have an obligation to defend potential violent acts, however, we do have a duty of fair representation to ensure equal treatment among represented workers and to protect the privacy rights of the accuser and accused alike.

## **Education and Training**

The landscape of work is rapidly changing as we face automation, technological advancements, and industry shifts. As change continues, UAW members should be trained for new roles with their current employers. Ensuring the health and safety of workers, reducing turnover, helping members acquire new skills to meet the demands of the future of work, and enhancing productivity are goals built on the foundation of education and training. Thoughtful, well-designed training programs protect our members' jobs and improve job quality by ensuring they have the right skills. As union members, we know that training programs work best when workers have a voice in the process and seat at the table.

Proper training and education is essential to protecting our members' health and well-being. According to the Department of Labor's Occupational Safety and Health Administration (OSHA), preventative training programs dramatically reduce workplace injuries, fatalities, illnesses, and violence. Companies that utilize these programs reduce costs and increase employee satisfaction.

And it is not just physical injuries. OSHA found that workplace stress causes approximately 120,000 deaths in the U.S. each year. OSHA also found that for every \$1 an employer spends on mental health education, there is a \$4 return in productivity gains. And the Department of Labor's Office of Disability Employment Policy (ODEP) reports that each year, one in five Americans experiences a mental health condition, and the vast majority are of working age. Employers must take responsibility for creating a culture that prevents employee burnout, decreases absenteeism, and strengthens job fulfillment.

Training and education is also essential to turning jobs into stable long-term careers. A LinkedIn report shows that 94% of employees would stay at an employer longer if training were made available to help strengthen their careers. Yet, their number one reason for not engaging in learning is that education is not offered during paid work time.

For our members, the most important way to address automation, artificial intelligence, electrification and other technological changes is with on-going training that leads to upskilling, greater access to existing apprenticeships and new apprenticeships geared to new technology. New technology should not be used as an excuse to outsource work or reduce job quality. Our members must have access to training to learn new processes to adapt to our jobs or acquire skills to transition to new ones. This includes training in so-called soft-skills, such as communication and problem solving.

Changing workforce demographics will require new investments in training, especially in the skilled trades. According to the Bureau of Labor Statistics, nearly eight million skilled trades workers in the Baby Boomer generation decided on early retirement during the pandemic, creating a desperate need to fill these jobs. Significant knowledge and on-the-job training will be walking out the door as older workers retire. That is why there must be pathways for UAW members to participate in apprenticeships. Without trained workers to take their place, it will be harder to prevent outsourcing by employers claiming a lack of available skilled worker.

Just like workplace training is essential for our members, labor education is equally important. UAW education is critical in helping members understand how to engage with and run their local union and build activism in the labor movement. Members need time to participate in UAW education to understand our union's history, the objectives of our union, their roles and responsibilities, and how to support the union's efforts.

To build a strong membership equipped for tomorrow's challenges, we must continue to prioritize education and training in our collective bargaining strategy, including employer-financed education, paid training during work time, and educational leaves.

Therefore, we must negotiate to:

- Demand a strong voice for members in developing training opportunities and a seat at the table for workers when new technology and training programs are introduced.
- Improve company-provided safety training for members related to specific duties performed in their classification.
- Require companies to create policies that reduce the stigma of mental illness, provide mental health education, expand upon Employee Assistance Programs where they exist, and establish or expand wellness programs.
- Establish effective apprenticeship programs. Members need a greater opportunity to participate in apprenticeships, learn new skills, or otherwise be trained to move into new roles. Priority must be given to those whose jobs are being phased out due to technological advancements.

- Improved access to job-related training and certification programs, including offering flexible scheduling and completion options to accommodate work and family responsibilities.
- Provide or increase tuition reimbursement for off-site degree and certification programs, as well as provide educational leave.
- Attain employer-paid union educational leaves of absence to allow members to participate in UAW educational opportunities, such as conferences and workshops.

## **New Member Orientation and Communication**

Educating and empowering members to embrace their role in our union begins the day they become members through new member orientation. The only way to build a strong union is to help every member understand the union's structure, identify why it pays to belong to the union, discover how they can get involved, and understand that they, as members, are the union. This is especially important for our newest members, who are less likely to come from union homes than prior generations. It is up to the leaders and members of our locals to explain what a union is, our union's core values, and the concept of union activism to our first-generation members.

We must help members draw the connection between their union involvement and their wages, benefits, working conditions, and quality of life. Communicating this essential information improves members' activism in their union, worksite, personal life, and community. If we do not make a concerted effort to connect with all members and bring them into the fold, they are vulnerable to believing anti-union rhetoric and fall prey to employers' strategies that seek to weaken our union.

New member orientation is an individual and collective responsibility. It's all our jobs to reach out to new members in our work area. We all need to make a purposeful effort to bring new members in the fold and help them get more involved. We can also draw upon resources such as the UAW National Education Department's workshops and publications which are available to local unions. Workshops such as "UAW 101" help new members understand our structure and history, the benefits of union membership and provide information on how to become active in their locals.

Communication should not stop after new member orientation, but must be a continual process throughout their journey. It is critical that our union is kept informed when our members change contact information with their employers so we can continue to inform them of educational opportunities, the importance of member activism, and all other issues affecting our union.

Because the future of our union depends on the knowledge, engagement and activism of members, we must bargain for:

- Employer-paid new member orientation conducted by union representatives without interference from the employer.
- Timely employer notices of newly hired workers containing job classification, employee identification number, and work location so that new workers can be welcomed as they start their new jobs and new member orientation can be scheduled promptly.
- Up-to-date member contact records provided to the union on a reoccurring basis, to include changes of home and email addresses, cell phone numbers, and other employee
- contact information.



- Access to employer facilities and spaces to allow union representatives to meet and interact with members.
- Access to employers' communication channels as a vehicle for member outreach, dedicated union bulletin boards, video systems, social media, links to union websites from company websites, etc.
- The removal of company rules that interfere with or prohibit the distribution of union materials in the workplace.

## **EAP and Drug Testing**

Employee Assistance Programs (EAPs) are a key component for assisting our members with their mental and emotional health. Just as healthcare benefits are essential to keeping workers physically healthy, EAP can be an essential tool for keeping workers mentally healthy. EAP offers confidential assistance to workers with personal problems that may adversely affect their job performance and everyday lives. By helping workers with these issues, EAPs also help employers by preventing lost production, poor quality, absenteeism, substance abuse, and other negative effects on the workplace.

We must demand that employers maintain, strengthen or implement comprehensive EAPs to help workers dealing with mental health, substance abuse, and other personal problems get the assistance they need and keep their jobs.

In this round of negotiations, we will seek to:

- Negotiate effective joint EAPs where they do not exist and expand and improve existing EAPs. A comprehensive EAP should include mental health services; substance abuse and addiction treatment and counseling, including early identification and voluntary assessment of workers suffering from the diseases of alcoholism or drug dependency; family counseling; financial literacy education and counseling; legal service referrals; and child and elder care resources and referrals.
- Establish and implement a training and certification process for worksite EAP representatives to provide uniform and consistent EAP services across UAW-represented worksites.
- Continue to support and advocate for a full range of inpatient and outpatient programs to deal with workers' mental health and substance abuse and addiction issues.
- Place emphasis on counseling and education about the dangers of opioid use disorder and abuse of prescription medications, which continues to adversely affect our workplaces and our members' lives. This training should include elements of the opioids curriculum from the National Institute of Environmental Health Sciences and of the materials jointly developed by the UAW and the Center for Health and Research Transformation (CHRT) at the University of Michigan.

In addition to demanding that any workplace substance abuse program focus first and foremost on treatment and counseling for workers' substance abuse and addiction issues rather than punishment, we must also ensure that these problems are addressed in a cooperative and constructive way that protects workers' privacy and legal rights. To that end, we will:

- Insist that proposals for employee drug testing be subject to collective bargaining, drug testing is a mandatory subject of bargaining. While we remain opposed to random drug testing, where some form of testing is inevitable due to legal requirements or workplace realities, the most recently updated UAW Administrative Letter on "UAW Substance Abuse Policy" should serve as the guideline for negotiations and positive drug tests.

- Consistent with OSHA regulations, ensure that workers are not subjected to drug testing solely because they have reported a workplace injury. Drug testing should not result from reporting an injury, illness, or hazard, nor does any report of an injury, illness, or hazard, by itself, constitute probable cause for drug testing. Where our members are occupationally exposed to drugs in the course of manufacturing them or processing them, the employer must provide, upon request, a written statement indicating that any positive test was likely the result of occupational exposure rather than intentional use.
- Seek reasonable accommodation or exceptions from drug testing for registered medical marijuana users in states that allow use of marijuana for health reasons, and for all workers in states that have legalized or decriminalized personal use of marijuana. Workers that use marijuana legally off-duty, and that are not impaired on the job, should not be disciplined or discharged simply because they have detectable levels of marijuana in their systems.

## **Opioid Crisis and Addiction in the Workplace**

Opioids are substances that work in the nervous system of the body or in specific receptors in the brain to reduce the intensity of pain. Opioid addiction is a shockingly common problem, and it can affect anyone, including highly functioning and successful workers. Addiction takes a massive toll on workers, their families, communities, and our society. Chemical dependence can affect an employee's job performance and threaten the safety and well-being of both the employee and his or her co-workers. Supporting workers to get treatment is not only right for them, but also right for the employer, saving money in the long term. Regrettably, many employers do not recognize addiction as a common illness that affects a wide array of people. It is often treated with judgement and bias. However, addiction is a disease like any other and should be treated as such.

Around 75% of drug overdose deaths in 2021 involved opioids. Overdose deaths involving opioids, including prescription opioids, heroin, and synthetic opioids (like fentanyl), have increased nearly 10 times since 1999. Overdoses involving opioids killed over 80,000 people in 2021, and nearly 88% of those deaths involved synthetic opioids. The response to COVID-19 may have exacerbated the Opioid Crisis by increasing unemployment and reducing access to treatment.

In industries where workers have physically demanding jobs, perform repetitive motions, or spend long stretches of time on their feet, opioid abuse rates are higher than the general public. Additionally, some of our members are exposed to opioids as employees of opioid manufacturing facilities. They have reported experiencing acute effects (drowsiness, loss of coordination) similar to those who use the opioids intentionally.

Contractual language is needed to address ongoing opioid abuse. Therefore, we will seek:

- The creation of "Optimal Care Plans" through the expansion of employer-funded, union-administered Employee Assistance Programs (EAPs) for the prevention of dependency and addiction caused by chronic use of opioids or other potentially addicting chemicals.
- Increased education and awareness related to the complexities of opioid and other substance abuse addictions for workers and their families.
- Enhanced and expanded treatment programs.
- Treatment, rather than punishment, for workers with addiction.
- Continually updated training for entire worksite populations, including supervisor training.

- The inclusion of appropriate UAW representatives in developing objective written workplace policies related to addressing, treating, or testing formats that are confidential medical information.
- Written policies, where necessary, that are non-punitive and administered in a manner consistent with labor contracts and both state and federal law.
- Language to protect our occupationally exposed members both from the exposure itself and from the misinterpretation of drug test results to classify them as users.

## **Employee Discounts**

UAW members make a variety of products and provide an array of services, all with pride of quality and craftsmanship. It is through the skill, experience, and care of UAW members that our employers build their reputations for quality and value.

UAW members deserve to have their hard work recognized. That is why we support employers offering UAW members, their families, our service members and veterans discounts on products and services.

In negotiations, we should advocate for creating new and building upon existing employee discount programs that serve UAW members. These programs reward our communities with discounts while encouraging the sales of our goods and services. Discount programs must adhere to the UAW's policies and practices, the Ethical Practices Code, as well as applicable federal labor laws.

## **Benefits for Servicewomen, Servicemen and Veterans**

Our union recognizes the sacrifice and service of all the men and women who have served in the United States armed forces. They serve our country with honor and distinction, and they deserve our respect and the thanks of our nation. Through collective bargaining and political action, we will strive to help our veterans secure good jobs that provide suitable pay and benefits. We will also demand that veterans with service-related medical needs receive high quality care in a dignified setting for as long as is necessary.

Our bargaining programs will continue to reflect our unwavering support for veterans and for those who are currently serving or are called to active duty by seeking fair treatment in the workplace. Therefore, during this round of bargaining we will maintain previously won language related to all who have served and are serving and seek improvements where necessary by demanding the following:

- We will continue to bargain for allowed military duty leave, along with contract provisions to require employers to make up the difference between military pay and benefits and a member's regular pay and benefits when a UAW member is called to active duty.
- We will seek additional improvements in pay and benefits practices, coverage eligibility and administrative procedures affecting military leave. Specifically, we will seek to ensure that the wages and benefits of returning military personnel are paid in a prompt manner. Individuals who have suffered injuries should receive special dispensation, beyond that required by the Americans with Disabilities Act, if necessary, so they may resume employment.
- We will continue to urge employers to join us in supporting adequate funding for veterans' health care programs.

- The UAW will seek additional employee assistance programs and other services to assist veterans and those returning from active duty that are facing post-traumatic stress disorder issues, dependency on opioids and the growing issues related to suicide and suicide prevention for veterans.
- Finally, the UAW will continue to lead the fight to create and preserve good paying jobs in America so that when the women and men who have served our country so well return from their tours of duty, they will have access to well-compensated, secure jobs.

## **JOB SECURITY**

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### **Investment Commitments**

Job security for UAW Members is dependent on current investments being fulfilled and future investments being made in UAW-represented sites. We must ensure that investments are made in long-term high-quality products and services that can be delivered in a competitive environment as efficiently as possible. Bargaining for new domestic investment will be a top priority for the UAW as we need to ensure work that there will be here for current and future generations of UAW members. To secure our jobs in the future, our bargaining goals must include:

- Increased UAW involvement in future work investments, as early as practicable in the development process of all goods and services. The UAW workforce is very knowledgeable of our products and companies and are often better aware of issues than management, thanks to our first-hand experience doing the work. Employers must make every effort to utilize the assistance of the UAW to ensure future work for our represented facilities.
- Investments in building upgrades, equipment updates, infrastructure, educational devices, and training are imperative. Investment must be made for UAW members to receive the best training and education necessary to compete in highly competitive global markets and efficiently produce the best quality goods and services.
- Promoting cooperation with the UAW to take full advantage of all investments made by the government at the federal, state, and local levels. This should include government procurement, training, education, health and safety, government subsidies, trade, and workers' rights.
- Investments in new and growing products and services, located at UAW-represented worksites, is crucial to the long-term job security of our members. Many UAW members work in industries that are rapidly evolving and introducing new technologies or business models. Investments in new and growing products and services are crucial to our job security.
- Protecting bargaining unit work for the duration of the collective bargaining agreement by seeking commitments from employers not to subcontract work, outsource work, idle plants, or close plants. Such provisions should include expedited procedures to determine whether the employer violated the agreement and strong remedies in case of a violation including the right of bargaining unit employees to strike.

## **Organizing**

Our union needs to grow and change as our industries grow and change, whether that means organizing new electric vehicle manufacturers, more occupations within universities and colleges, or new casinos.

Union density is a critical component of collective bargaining. UAW density in a sector enables us to bargain from a position of strength and gives us the power to win economic justice at the bargaining table. When union density is low in a sector, bargaining quality contracts is difficult and undercut by non-union worksites that employ low-road practices. High union density benefits workers by taking wages out of competition. In sectors with high union density, employers cannot retain workers without providing prevailing wages, benefits and working conditions, or having their workers organize to win a union contract.

By organizing more members in all sectors, our ability to protect and enhance hard-fought wins at the bargaining table increases. To continue to grow our union and secure economic and workplace justice for more workers, we will:

- Negotiate neutrality and card-check provisions in existing contracts that apply to the employer's new facilities, subsidiaries and any joint ventures or newly acquired operations.
- Demand neutrality and card-check provisions with each employer that provide for a smooth, coercion-free organizing process. We will insist that the process include access to the workplace, accurate worker contact information and a mechanism for expedited resolution of legitimate disputes.
- Require employers with UAW-represented units to use all lawful means to inform associated suppliers and vendors of their desire to work with suppliers and vendors that respect labor laws, including workers' right to organize through employer neutrality and card-check procedures.
- Insist that employers subscribe to a domestic content policy whereby any suppliers and vendors that produce products and services in the United States be given priority when bidding contracts.
- Negotiate V-CAP check-off, because public policy can play an important role in our ability to grow. We need resources to support elected officials, and lobby for policies that support workers in their drive for collective action.
- Negotiate union leave to allow members the ability to work as member organizers.

## **New Technology and New Jobs**

Disruptive technology in the workplace is not a new challenge but it is one that requires a strategy. Throughout our history, UAW members have shown that we step up when called on to implement new processes, use new equipment and problem solve to improve quality and increase productivity.

As we prepare for bargaining in 2023 and beyond, we find ourselves in what is being called the 4th Industrial Revolution. We are already experiencing this revolution in our personal lives. Our mobile devices allow us to view our home through security system apps, turn appliances on and off, and change thermostat settings. We can also start, stop, lock, and unlock our vehicles. We utilize cloud technology for listening to music, checking emails, and saving family photos. We are also experiencing this revolution in our workplaces with the use of collaborative robots, artificial intelligence, the Internet of Things (IoT), alternative propulsion, autonomous vehicles and electric vehicles.

Advancing technology has created, and will continue to create, new and more complex problems bearing upon the work content of our members' job functions. It is crucial that companies not be allowed to assign non-represented employees to work normally assigned to represented employees. Companies must recognize that mere novelty or sophistication of new technology alone is not grounds for withdrawing work from represented employees.

At the same time, it is recognized that advances in technology may alter, modify, or otherwise change job responsibilities of represented employees. When that results in a change in the means, method, or process of performing a work function, including dividing that work function into multiple functions, it must not be used as a pretext for shifting the work from represented to non-represented employees. This work, if anything, should create new opportunities for represented employees to utilize their unique skill sets and adapt to have opportunities to learn new ones.

Technology is advancing exponentially, therefore we must embrace this change, while demanding that workers have a seat at the table. We must bargain for language that protects the jobs of our members by ensuring that future work remains within our respective bargaining units and the productivity gains of new technology result in improved compensation and job quality for our members. To achieve this, our bargaining agenda focuses on:

### ***Workforce Training***

With the advancement of technology, it is critical that our union leadership and companies take an active role in supporting the current workforce through training and upskilling. Nobody knows the product and processes better than the people with hands-on experience. Our employers must commit to developing a strategy and give our members the opportunity to evolve and expand their skills. Creating opportunities to expand their skills recognizes them as an asset and utilizes an approach that empowers our membership to take advantage of new and existing opportunities. Training should also be a pathway for our members to advance their careers.

Technology is making the uniquely human skills of problem solving, collaboration and teamwork even more valuable. Our future training plans need to incorporate an enhanced focus on soft skills training, so our members have the skills to effectively deal with the issues that arise in our workplaces. This training should cover topics such as diversity, conflict resolution, working in teams and effective communication.

### ***Apprenticeships***

We need to demand an increase in apprenticeship opportunities for our members to address current or future shortages of skilled workers, as well as creating job opportunities in future technologies. Apprenticeship programs addressing new technologies must be developed jointly with workers and provide the classroom and hands-on training necessary to strengthen our apprenticeship programs. New technologies should not be used as a way for companies to weaken apprenticeship programs.

### ***New Jobs***

As advanced technologies are implemented, it is crucial that new jobs and new work are secured by our bargaining units. Technological shifts have the potential to create new high-quality jobs for our current and future union membership. We will demand that our employers acknowledge workers' talents and prioritize the security of our existing workforce to ensure that technology leads to a future of important and meaningful work, good jobs, and enhanced quality of life.

## ***Advanced Notice of Technology Investment***

We should be involved with decisions about technology investment from conception to execution to determine the impact to the membership and jobs. This will allow for preparation and development of the membership for meaningful work without disruption. This also creates opportunities to secure our country's future in providing products and the skill set needed to supply those products as part of the broader global economy.

## **Quality Goods and Services**

Manufacturing quality goods and providing quality services is vital for our economy and our members' job security. For example, in the auto industry, we do everything we can to make sure every car off each line is of the highest quality and adheres to all safety specifications. However, despite all our efforts, employers must also have the same goals and drive to achieve our objectives. We will continue to have tough conversations with the employer at each facility as well as at the negotiating table. We have to continue looking at all elements that affect quality, including employee input into design, build, the production process, proper staffing, customer input, new investment and an enhanced quality resolution process.

Therefore, to strengthen our members' ability to provide the highest quality products and services, we demand:

- Employee input into design, build and the production process. Our members should have a voice starting from inception to the finished product.
- Proper staffing at each facility, which is critical to providing quality products and services.
- Customer input is a vital part of creating the best-in-class quality program.
- New investments in equipment and new technologies that will foster and enhance skills for all impacted members.
- Enhanced quality resolution processes, in which members and management have agreed upon processes to solve and de-escalate day-to-day problems that occur on the shop floor.

## **Sourcing**

To protect our jobs and guarantee future job security, we need to have an active role in our employers' sourcing decisions. When it comes time to bid on new work or expand services, UAW members need to be involved. If quality or productivity is an issue with a current or potential customer, we need a voice in improving it. If our employer is trying to outsource jobs, we need a voice in proposing an alternative to keep the jobs in the bargaining unit. By demanding an active role in sourcing decisions, we ensure that our products and services are competitive, high quality, and support good jobs and wages.

At some of our UAW-represented worksites, we already have contract language that gives us a seat at the table early in decision-making processes and limits our employers' ability to outsource UAW jobs. This language allows us to negotiate investment and product commitments and add new jobs at UAW worksites.

There are two essential tools in our sourcing toolbox: contract language and the knowledge to engage with the employer on often complex sourcing issues. Both are needed to keep the work we have, win the next generation of products, and win new work. For example, the Sourcing Department has developed training modules for our membership and is available to assist in bargaining by drafting sourcing language that fits the needs of specific worksites across all sectors of the union.

- In bargaining, we will fight to create long-term job security and add new jobs by proposing contract language to:
- Prohibit the outsourcing of bargaining unit work without mutual agreement and replacement of lost work or jobs.
- Negotiate investment and new work for our bargaining units.
- Address the impact of new technology and our rapidly evolving industries and sectors by negotiating over investment, insourcing, new work, retraining, and other tools to keep our members working and productive.
- Establish a sourcing committee that facilitates meaningful union input in proposed sourcing decisions that may impact our bargaining units. This includes timely notification, regular information sharing, access to comprehensive data on cost, quality, productivity, capacity utilization and any other information that informs sourcing decisions. This also includes a process to propose and adopt alternatives to outsourcing by keeping work in-house and winning new work.
- Secure ongoing discussions to identify insourcing opportunities from third party vendors, contractors, and non-bargaining unit employees.
- Create accountability for sourcing commitments. We need to make sure that employers deliver on promised new investment and jobs. We must have the ability to negotiate, use the grievance procedure or even strike over violations of our agreements on outsourcing, investment, and new jobs, except in situations that are beyond the control of the employer.

## **Skilled Trades and Apprenticeships**

For many years, apprenticeship programs have been implemented to upskill our members and offer them the opportunity to join the ranks of skilled trades journeypersons. UAW-approved apprenticeship programs are second to none and have been successfully providing our members access to skilled trades jobs across all our sectors. The thousands of highly competent members who have obtained journeyperson status are evidence that UAW-approved apprenticeships are the key to a well-trained, skilled workforce.

However, our workplaces are changing. Traditional skilled trades are as necessary as ever, even though the job requirements of each are continuously evolving. The introduction of advanced technologies, equipment, tooling, and machinery requires highly skilled workers to develop, install and maintain them. Employers are placing new demands on skilled trade workers and introducing new technologies and processes into skilled trades work. Technology in the form of vehicle electrification, additive manufacturing (3D printing), the Industrial Internet of Things (IIoT), autonomous/collaborative robots, and other fast-moving technologies have the potential to impact current jobs or change the way we do work.

The UAW remains committed to retaining these jobs for the existing and future members. For our skilled trades members, we must bargain for jointly developed continuous training programs to ensure that our skilled trades members are prepared for these new technologies and that the work that comes with these new technologies remains in the bargaining unit. The skilled trades workers of the 21st century must be able to adjust to changing work practices and maintain proficiency in the latest technologies. We must demand that employers provide adequate initial and continued training and oppose any attempts by employers to reduce jobs or erode bargaining unit work through inadequate training of our members.



Additionally, as many of our skilled trades members approach retirement age, we will need more members to enter these programs. As members exit the workforce, significant experience and expertise are also walking out the door. Without trained workers to take their place, employers will claim a lack of available skilled workers as an excuse to outsource work. The combination of demographic challenges and advanced technological changes in equipment and processes make training and re-training more crucial than ever. This provides an opportunity to negotiate new investments in education and training.

The UAW is committed to equal opportunity for all in the skilled trades. This will require promoting and ensuring access to these programs for younger members, as well as encouraging women and people of color to enter apprenticeship programs. We have seen that pre-apprenticeship training programs have been highly effective in increasing diversity in the trades. Our union must insist that employers utilize pre-apprenticeship training, along with effective outreach and recruiting practices to continue to grow these numbers.

Work that requires high skill levels is not confined to the manufacturing sector of the UAW. We are a diverse union with workers in a variety of sectors that require high levels of skill and education. All members must have access to adequate training, academic opportunities, and protection from outsourcing to enhance their job security and prepare them for changes in their industries.

Therefore, we must negotiate to:

- Require that all UAW contracts insist on an approved program with the UAW National Skilled Trades Department.
- Require that skilled trades members graduate from an approved apprentice program or have eight years of verifiable work experiences in a basic trade.
- Work with employers to jointly develop apprenticeships that provide the skills needed to work with new technologies and provide continuous classroom and hands-on training for current skilled trades members.
- Ensure workers are equipped and trained to safely perform assignments in their classification.
- Protect work that has traditionally been performed by UAW skilled trades members in the worksite.
- Restrict the use of outside contractors for repair and maintenance of machinery, equipment, or project work.
- Local unions must be notified of new technology enhancements that are being brought into our worksites and consulted in the earliest stages of planning and deployment. Work related to new technology must stay with our hourly and salary ranks.
- Fight against contracting out and ensure UAW members perform all work in-house.
- Require employers to invest in new technology so our members can sufficiently perform their jobs and protect current and future work.
- Insist that guidelines are in place to ensure equal opportunities to all members and ensure employers are actively engaged in developing inclusive environments.

## OTHER ECONOMIC AND NON-ECONOMIC ISSUES

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### Unemployment Insurance

In too many states we are seeing governments limiting workers' ability to collect unemployment benefits and the weekly benefits being severely reduced. Since our last convention, we have seen a global pandemic and widespread supply chain disruptions further affect our members' employment. This uncertainty has shown just how crucial a social safety net is for workers. Layoffs or terminations are among the most stressful events in members' lives. We stand beside our brothers and sisters to demand protection from the unfortunate consequences of layoffs and other forms of unemployment.

Therefore, our collective bargaining program includes:

- Increasing the number of employer-funded programs that provide supplemental income to laid-off workers and increasing benefits where they already exist. Supplementing the meager benefits provided by the state will help workers maintain a basic standard of living as they await a return to work or search for a job with equivalent wages and benefits.
- Policies that discourage employers from unnecessarily opposing unemployment claims made by members who have been terminated.
- Provide employer-funded transition programs to help displaced workers move on to new opportunities with equivalent wages and benefits.
- Extend workers' employer-paid health care coverage for the duration of the layoff, regardless of length or cause.
- Working with employers to secure Trade Adjustment Assistance (TAA) benefits for eligible workers and demand programs funded by employers to be paid to similarly situated workers who do not qualify for TAA.
- Fighting for investments and job commitments in UAW workplaces to create long-term job security for our members.

### Injured Workers and Workers' Compensation

Workers who suffer an accident, injury, or illness on the job require additional protection beyond legally mandated Workers' Compensation. Workers' Compensation insurance pays for medical expenses, lost wages, permanent impairment compensation, and, in some cases, job retraining. Although Workers' Compensation is required by state law, the legally-mandated protections are frequently insufficient for a worker's needs.

The most effective way for us to protect our members is to keep securing and preserving language in our collective bargaining agreements that provide injured workers' protection. We will continue to bargain to protect our members as follows:

- Require that our members work in a healthy and safe work environment.
- Demand the right to relevant information pertaining to all Workers' Compensation claims to track and monitor patterns of injuries or potential hazards at work sites.
- Ensure that our members are not subjected to retaliation when filing for workers' compensation and that they are not harassed, punished, or discriminated against while injured.

- Provide the right to light-duty work assignments or reassignment to injured or restricted workers.
- Secure and uphold contractual language that ensures benefit accrual toward pension-credited service time and guarantees the continuation of company-defined contribution and company health care contribution to members while off on Workers' Compensation, including other benefits associated with being active at work, such as profit-sharing, bonuses, and incentive packages.
- Expanding protection to members who are off on Workers' Compensation, binding the seller and/or purchasing employer to all the terms and conditions of the existing collective bargaining agreement in the event of a closing, sale, assignment, or other transfer of business ownership, so they are not left behind.

## **Preferential Hire and Recall Language**

Layoffs, downsizing, and closed facilities create very trying times, but through negotiations, language can be gained to minimize the impact of these events on our members.

Preferential hiring or placement for our members affected by such actions remains a top priority in negotiations. Employers should be required to give our members opportunities to continue their employment before hiring workers from the outside, including the opportunity to utilize employer-paid training to work in other classifications where openings are available. Measures must be taken in advance, if possible, prior to scheduled job loss, without adversely affecting our members. As we see new advanced technologies appearing in all sectors, paid training, if needed, should be offered to our members to continue employment.

## **Electronic Data Collection**

Collecting reliable and timely data on UAW members is vital to maintaining a complete and accurate portrait of our membership. The benefits of accurate membership data include:

- Creating a powerful tool for effective communication with members.
- Providing key employment and membership data essential to political action, mobilization, collective bargaining and organizing.
- Facilitating accurate reporting of financial data for maintaining membership records and satisfying government reporting requirements.
- Enabling proactive decision-making based on real-time information regarding changes in our membership.

Collecting data electronically from employers is a quick and efficient way to receive the information. In bargaining, we need to negotiate for employer-provided electronic data that meets the following requirements:

- Completed list of all represented employees, including both active and retired workers, that includes employment data, such as seniority, wages, and classifications, demographic information, contact information, dues deductions, and V-CAP checkoff amounts, where applicable.
- Submitted in the format developed by the UAW with the required fields at a minimum.

- Transmitted in a secure and encrypted manner using industry-standard methods and in accordance with applicable legal requirements.
- Provided at regular intervals of no less than once per month.

## **Environmental Responsibility**

The industrialization that has created jobs, wealth and modern conveniences has also come with environmental consequences. For the health of our members, our communities, and our planet, we embrace the challenge of protecting our environment and our jobs. We believe climate change is real and caused by humans and that we have a responsibility to tackle it. We know that through collective bargaining and pro-worker public policy, we can address climate change in a way that creates quality jobs and keeps workers safe on the job and in their communities.

As good stewards of the environment, we can work to tackle these issues legislatively by supporting policies that promote domestic investment and union jobs producing green technologies, such as electric vehicles, batteries, windmills, and solar panels, as well as common sense regulations that reduce the environmental impacts of current products.

And we can bargain with employers to ensure these advanced technologies are produced domestically under quality labor conditions and union representation. We demand that public subsidies create quality union jobs. If the public is footing the bill, those funds must require companies to be responsible employers that create community-sustaining jobs and a free and fair choice to join a union. Employers must not be allowed to use green technologies as pretext for moving work outside bargaining units and must provide current workers with training and upskilling to transition to new technologies. Whether it is new technologies or new business models, transitioning to cleaner and more efficient products should not result in increased outsourcing or erosion of job quality. There is no reason environmental innovation should come at the expense of workers.

Climate change also has consequences for workers on the job and in their communities. On the job site, climate change increases risks around heat, air quality and extreme weather. Employers must be required to provide proper protections to mitigate these risks. In particular, heat stress has become a more significant issue that requires federal regulation and new contract language. In our communities, it is working class communities, whether urban or rural, that are most often heavily affected by pollution and climate change. To address this environmental injustice, we need public policy and business practices that protect these communities from environmental risks and promote investments to ensure they can take part in the new green economy.

To do this, our bargaining agenda calls for:

- Investment in our facilities to produce green products.
- Contract language that protects workers from the health effects of heat stress, with or without supporting federal legislation.
- Supporting the use of clean renewable energy sources and energy conservation projects in the workplace.
- Organizing workers in key green industries, including electric vehicles, batteries, energy, infrastructure, and other advanced technologies.
- Workplace recycling and waste reduction.
- Support for employer-subsidized mass transit and carpooling for workers.

- Reject outsourcing of jobs using or manufacturing green technologies.
- Implementation of work from home or telecommuting opportunities where they make sense, with the same union protections as on-site work.
- Investments in our facilities that will ensure surrounding neighborhoods are free from pollution and hazardous waste.
- Training and job pathways to ensure workers have job security as industries introduce new or cleaner technologies.

## **Labor and Community**

Civic participation is the foundation of democracy in America and our union. As such, it is included in our UAW Constitution Preamble: *“The precepts of democracy require that workers through their union participate meaningfully in making decisions affecting their welfare and that of the communities in which they live.”* In a time when our democracy is under attack, it is necessary to exemplify how the benefits of our union’s efforts extend beyond unionized workers into our communities and our democracy overall.

The UAW’s commitment to social service and society’s welfare spans over eighty-five years, such as when our union created a structure to assist unemployed auto workers with qualifying for benefits and social programs. As a result, the UAW works to build relationships and develop social agencies within the communities where members live and work. In turn, this helps improve the lives of all people within the community by establishing social service programs.

The history of the UAW has solidified our recognition as a strong community presence. Our efforts are guided by our core values: 1) all are equal, 2) we fight for everyone, not just ourselves, 3) we build, maintain and protect high standards in contracts, and 4) the breadbox is connected to the ballot box. It is from these core values that one of our objectives is formed – civic participation. Our duty, as members of this union, is outlined in Article 2, Section 5 of our UAW Constitution: *“...to engage in legislative, political, educational, civic, welfare and other activities which further, directly or indirectly, the joint interest of the membership of this organization in the improvement of general economic and social conditions in the United States of America, Canada, the Commonwealth of Puerto Rico and generally in the nations of the world.”*

The objective of improving our communities’ economic and social conditions can be accomplished through our standing committees. Our committees serve as branches that expand beyond our organization and our members’ efforts act to support and empower our communities. Our founders recognized that our partnerships and collaborations with legislators, community partners, and community members are essential to advancing a social movement that supports social and economic justice beyond our worksites.

The relationships we form within the communities where we live and work are essential to gaining support and building solidarity around issues shared by workers and all community members. Our fight is not just for us as UAW members but for everyone. We ensure that social, economic, physical, and mental health needs are met by fighting to expand opportunities, resources, and programs that address these needs. Fighting for social and economic justice at the bargaining table, supporting politicians and legislation that supports working people, and volunteering at every level of our society are essential to who we are.

Our members need both opportunity and time to fulfill their duty of civic participation. Our contracts should provide our members with opportunities to fully engage in democracy and time to interact with and empower their communities. To achieve this objective of our union and for the collective good of society, our upcoming negotiations must include the following:

- **Paid Election Leave:** To ensure members have the time needed to fully participate in our democracy, both nationally and locally, we will seek to negotiate a full paid day off, a delayed start, or early dismissal time on Election Days.
- **Paid Volunteer Time Off (VTO):** To allow members the opportunity to give back to their communities through volunteering without a loss in pay, we will negotiate paid VTO days so members can participate in volunteer activities in their community, including during the following nationally observed days and times of service:
  - Martin Luther King, Jr. Day – National Day of Service
  - National Volunteer Week – The 3rd week of April
  - Earth Day – April 22
  - 9/11 National Day of Service and Remembrance – September 11
  - National Philanthropy Day – November 15
  - Other days specific to worksite or local union volunteer efforts
- **Paid School-Activities Leave:** To provide members time to participate in their children's school field trips, classroom programs, parent-teacher conferences, or to volunteer to work with school children in their community, we will negotiate paid hours of leave each calendar year to:
  - Find, enroll, or re-enroll a child in a school, preschool or childcare facility
  - Attend school-related activities, like field trips and parent-teacher conferences
  - Address an emergency with their children
  - Volunteer or participate in career days at their children's school or other community volunteer opportunities with school-aged children

**Elected Political Leave:** To allow members to run for and serve in elected public office, we will negotiate for a leave of absence equal to the length of their term, without loss of seniority or accrued service credits.

**Appointed Political Leave:** To allow members who are appointed to an administrative position in a Congressional or Senatorial office, an administrative position in a state agency, as a labor representative in a community agency, or a non-civil service government position, we will negotiate a leave of absence for the period of their active service in such position.

**Government Service Agency Leave:** To provide members the opportunity to accept service invitations from approved governmental agencies, like Peace Corps and AmeriCorps, we will negotiate a leave of absence without loss of seniority. This leave should cover the member's training and service period after training, with an accumulation of seniority.

## CONCLUSION

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The resolutions contained in this book describe our union's bargaining priorities to guide us in our individual negotiations. Collectively they stand as a statement of our union: our values, our accomplishments, our needs, and our aspirations. They reflect the contributions of all the members who have come before us who helped establish industry standards, safety language, rights for women and the countless contract clauses that improved the quality of life for all UAW members.

This resolution is presented to the Special Collective Bargaining Convention for discussion, debate and vote of the delegates to the convention. It is a bargaining agenda built by UAW members, for UAW members.

We know that member expectations are high in 2023 and beyond. Our members were the frontline workers who kept businesses and offices open during the pandemic. Our members have sacrificed in lean times and deserve their share of the prosperity. Yet we also know employers continue to fight our members at the table and deny others the right to freely organize. The conditions under which we bargain may have changed, but the attitudes of employers have not. It is up to us – working collectively at this convention and in our local unions – to build solidarity in the ranks for the contract fights ahead.

Our collective bargaining agreements set standards across multiple industries, and we must continue to build on that strong foundation. Our members demand it; and our members deserve no less. Let us start building our tomorrow today!









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## **Resolution to Build Student Worker Solidarity: Inclusive Units, Wall-to-Wall Unions, and Sectoral Strategy**

*Whereas*, student workers require protections based on the labor they perform rather than:

1. The job **title** provided to them by their employer (e.g. Teaching Assistant, Grader, Research Fellow, etc.);
2. The **degree** they are pursuing (e.g. PhD, BA, MA, JD, etc.);
3. The number of **hours** they work per week;
4. The source of their position's **funding** (e.g. stipend, external/internal fellowship, their principal investigator's research grants, etc.).

*Whereas*, universities often aim to divide the student workforce by arguing that workers are not legitimate workers and do not deserve protections, on the basis of their title, degree, hours, funding, or any intersection of these distinctions. At the core of universities' false claims about union representation not being appropriate for some workers who happen to be students is a material interest in eroding our unions' membership and undermining coalitions of workers.

*Whereas*, workers can realize greater collective power through solidarity among all workers who perform the same types of labor for the same employer, and who therefore both have a stake in shared demands and could play an integral role in labor actions.

*Whereas*, workers who are paid hourly, funded externally, non-PhD, etc. are disproportionately at risk of exclusion attempts by management. An inclusive definition of student-worker Units will bolster collective power and prevent the future exclusion of in-Unit workers.

*Whereas*, beyond individual Units, establishing a strong basis for sectoral bargaining and democratically developing cross-Unit and cross-workplace strategy, including through alignment of contract expirations, will strengthen the bargaining power of members and Locals to win a COLA, protections against harassment and discrimination, and other key demands.

*Therefore be it resolved*, that the UAW will adopt a sectoral bargaining strategy that prioritizes defining the scope of the Unit protected by the Agreement (commonly found in the Agreement's Recognition article) based on job duties rather than by title, degree, hours, or funding. In particular, the scope should include at least all instructors and researchers enrolled as students, **in the broadest set of contexts possible**.

*Be it further resolved*, that it has been effective in bargaining collective student worker demands to also include other categories of workers, beyond instructors and researchers, within the scope of the Unit protected by the Agreement. The scope should thus further include any other categories of workers that are strategic to the context of the workplace or actively organizing within the unionization campaign.

*Be it further resolved*, that to prevent unit erosion and enable unit expansion during bargaining, the UAW will adopt a parallel strategy in all Representation Election (RC) and Unit Clarification (UC) Petitions, to define the scope of the Unit based on job duties rather than title, degree, hours, or funding. The UAW will support members and Locals in proactively filing UC Petitions, as has been [done recently by the Student Workers of Columbia](#) at Local 2710.

*Be it further resolved*, that this new sectoral strategy will be carried out through the following:

- New student-worker organizing campaigns will begin with a survey of the categories of work performed by student workers. Unit breadth will be determined by democratic decisions, made by student workers who represent a variety of work duties;
- When new student-worker Units are initially filing ~~with the NLRB~~, petitions should include an inclusive scope of workers, including at least all instructors and researchers, **in the broadest set of contexts possible**;
- UAW staff will never make a decision to exclude workers from a Unit; any such decision will always be made democratically by workers who are organizing;
- Within the categories of workers included in Unit definitions, special attention will be dedicated to organizing workers at risk of exclusion, to ensure management cannot roll back unit scope during future contract negotiations;
- Existing student worker unions **should make efforts to include any carved-out workers when bargaining contracts in the broadest set of contexts possible and** will be supported in pursuing concerted organizing campaigns and UC petitions to expand and engage membership across divisions and distinctions, to lay the groundwork for unit expansion in future contract negotiations.

*Be it further resolved*, that the focus on Unit scope and Recognition provisions is only the first step in the UAW's sectoral bargaining strategy for student workers. The UAW will support members and Locals in beginning to pursue the democratic development of a sectoral strategy, including through developing an educational program for building student-worker awareness of and militancy for sectoral bargaining.

## **Resolution to Honor Picket Lines**

Whereas, solidarity among workers is critical to union cohesion;

Whereas, other major unions such as the International Brotherhood of Teamsters and the International Longshore and Warehouse Union have contracts with language respecting picket lines;

Whereas, Teamsters have honored UAW picket lines and refused to cross them to make deliveries;

Whereas, UAW members should return the favor when the opportunity arises, but are bound by the terms of contract language that does not allow respect of picket lines;

Whereas, Aramark workers who perform industrial cleaning at GM plants went on strike at 12:01 AM September 15, 2019;

Whereas, GM workers' contracts were extended, putting GM workers in the deplorable situation of being told to cross the picket lines of Aramark workers who were in their own Local Unions;

Therefore, be it resolved that the UAW will bargain for language allowing members to respect picket lines.

Be it further resolved that the UAW will bargain for language allowing members to respect picket lines and not be required to enter buildings to work when other workers in those buildings are engaged in a strike or a lockout

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