

DEPARTMENT REPORTS



Submitted to the **35th**
UAW Constitutional Convention

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Aerospace Department

Vice President Jimmy Settles, director

The 2010-2012 cycle of negotiations will be another challenging round for our UAW members. The diverse sectors of aerospace include commercial, civil and military aviation, space and defense projects. They encompass an array of talent and competencies not limited to researchers, engineers, technicians, mechanics, skilled machinists and precision production jobs. At the core of our industry's success are the highly-qualified men and women who work every day making history by blazing new technological trails.

The commercial sector has significantly felt the massive reduction in the numbers of passenger aircraft produced. The military sector continues to be a challenge as the contract budgets are being issued in single-buys rather than multiple buys, which ultimately will increase the cost per unit that has a trickle down effect on all workers.

If we are to see growth and stabilized employment levels, UAW members will need to be persistent and vigilant at the bargaining table as well as in the halls of Congress, lobbying for protection against outsourcing, offsets and the transfer of technology to foreign countries. We must also continue to work vigorously to organize the unorganized.

The UAW aerospace membership declined from a peak of 85,000 members in 1987 to roughly 38,000 in 2000. Today 10 years later, we are at approximately 25,000. Multiple factors contributed to the job loss, including the discontinuation of product, the shift of work to nonunion facilities in right to work states, along with the corporate practice of "work off-sets" in order to land orders.

The Aerospace Department with the respective regions successfully completed the 2006-2010 cycle of negotiations with contracts ratified at Boeing Co., Lockheed-Martin, Bell, General Electric, Honeywell, Pratt Whitney, Rolls-Royce, Spirit Aerosystems and others. Times were challenging and trying in all aspects of the last bargaining cycle, and we again need the support and patience of the membership as we enter the 2010-2012 negotiation cycle.

Aerospace companies listed by contract termination dates

COMPANY	LOCATION	TERMINATION
Teledyne	Mobile, Ala.	Feb. 20, 2010
Raytheon	Garland, Texas	Feb. 20, 2010
Boeing/LBD	Long Beach, Calif.	April 15, 2010
Lockheed-Martin	Michoud, La.	May 14, 2010
L-3Communications (Raytheon)	Greenville, Texas	Aug. 18, 2010
Vought Aircraft	Dallas	Oct. 3, 2010
Boeing/BNA	National	Oct. 14, 2010
Spirit Aerosystems	Tulsa/McAlester, Okla.	Nov. 30, 2010
Rolls Royce Allison	Indianapolis	Feb. 25, 2011
Honeywell	Boyer City, Mich.	Mar. 30, 2011
L-3 Communications	Teterboro, N.J.	Mar. 31, 2011
Honeywell	National	May 3, 2011
Hamilton Sundstrand	Rockford, Ill.	May 22, 2011
General Electric	CBC/Evendale, Ohio	June 19, 2011
Pratt & Whitney Rocketdyne	Canoga Park, Calif.	Sept. 24, 2011
Lockheed-Martin	Grand Prairie, Texas	Oct. 15, 2011
Honeywell	Fostoria, Ohio	Oct. 31, 2011
Lockheed-Martin	Ocala, Fla.	Jan. 29, 2012
Lockheed-Martin	National	June 1, 2012
Bell Helicopter O&T	Ft. Worth, Texas	June 24, 2012
Middle River Aircraft	Baltimore, Md.	Nov. 1, 2012
United Space Alliance (Lockheed-Martin)	Harlingen, Texas	May 20, 2013
Bell Helicopter P&M	Ft. Worth, Texas	June 9, 2013
Boeing Helicopter	Philadelphia	Oct. 1, 2014

Agricultural Implement Department

Vice President Jimmy Settles, director

The Agricultural Implement Department represents 16,784 active members at Caterpillar, CNH and Deere & Co., with 2,627 on layoff for a total of 19,411. There are seven bargaining units at Caterpillar, three at CNH and 11 at Deere. This represents a loss of three parts distribution units, two at Caterpillar and one at CNH since 2005.

We completed bargaining of a new six-year agreement at Deere in September 2009, and the existing agreements at Caterpillar and CNH are set to expire in February and April 2011, respectively.

All three corporations manufacture construction equipment, and CNH and Deere are also major manufacturers of agricultural equipment.

Agricultural equipment industry

The sale of agricultural equipment in North America ended a recovery in 2008 as industry sales slid by more than 20 percent in 2009. Smaller units of equipment led the decline, but even high horsepower tractors and combines declined at a single-digit rate. Sales of equipment are projected to be at around the 10 percent rate during 2010 before stabilizing and growing in 2011.

Construction equipment industry

Construction equipment sales in North America declined by almost 50 percent in 2009 following softer sales in 2008 as well. Sales worldwide dropped similarly in all regions except China. Current projections are for stability in sales in most product lines with limited recovery for some in 2010. As a result of manufacturers' deep cuts in production to reduce cost and align inventory, all the UAW bargaining units at all three companies experienced layoffs. Recalls of laid-off workers began in late 2009 and are expected to continue in 2010 at some of the units.

Caterpillar

As of year-end 2009, we represented 7,636 active and 2,608 laid-off members with recall rights at Caterpillar. An additional 2,500 Supplemental Employees were laid off who do not have recall rights. This is a significant drop from a four-year high of 13,271 that occurred in early 2008. The current six-year agreement is set to expire at midnight Feb. 28, 2011.

Caterpillar's sourcing decisions announced in 2008 and its dramatic production cuts implemented when the economy crashed led the company to reduce its hourly workforce by 40 percent. In addition, Caterpillar offered a special early retirement incentive package in 2009. Recalls began in late 2008 and are expected to continue throughout 2010.

CNH

The UAW represented 678 active and 74 laid-off members at CNH as of year-end 2009, up from a total of 658 members at year-end 2005. CNH curtailed production as construction equipment sales plummeted and agricultural equipment sales declined at a lesser rate in 2009. It too offered for the first time in more than a decade a Voluntary Separation Program in which 10 percent of the hourly workforce participated. This along with the use of temporary shutdown weeks helped avoid permanent layoffs of our members.

Some recalls are expected in 2010 as production requirements increase as a result of lower inventories and the recovery of the economy.

Our six-year agreement with CNH is set to expire at midnight April 30, 2011.

Deere & Co.

The UAW membership at year-end 2009 was 8,500 active and 650 on layoff. The layoffs included temporary layoffs from the company's use of Temporary Inventory Adjustment Shutdown weeks at several units.

The new six-year agreement at Deere was reached Sept. 30, 2009. The new agreement provides for increases in workers' earnings and substantial increases in pension benefits

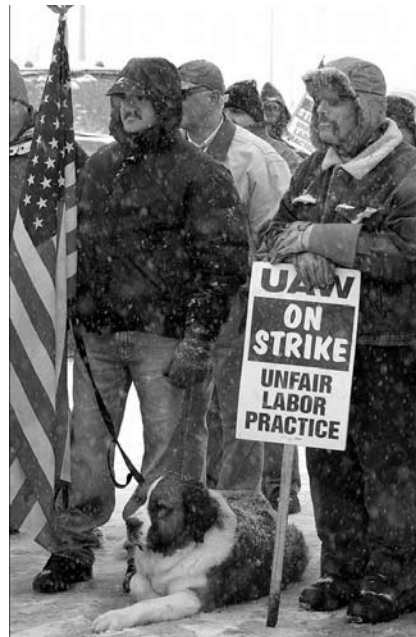
each year of the agreement, as well as maintaining the Profit Sharing Plan that paid Deere workers an average of over \$5,000 per year over the life of the last agreement. The COLA provisions were maintained and a Ratification Bonus of \$3,500 was paid to active as well as laid-off workers, along with annual lump-sum payments and/or general wage increases provided each of the remaining years of the agreement.

The night shift premium was increased as well as additional vacation time for post-1997 newly hired employees. The health care plan requires no premiums and no upfront or maximum-out-of-pocket deductibles, while providing comprehensive high-quality coverage for our UAW/Deere membership and their families. The retiree health care coverage remains unchanged. Improvements were made in the Group Life and Disability, Dental and Vision benefits, as well as Part B Medicare premium reimbursement amounts.

American Axle and Manufacturing Department

Vice President Jimmy Settles, director

American Axle and Manufacturing Inc. (AAM) is a Tier 1 manufacturer of axle and drive train components for General Motors, Chrysler and other original equipment manufacturers (OEMs). Its production schedules were hard hit just like the OEMs when fuel costs skyrocketed and were further devastated when the bottom fell out of the economy, sending auto manufacturing into a tailspin.



Within the first six months of the settlement of the AAM strike in May 2008, approximately 2,200 members left AAM through the Special Separation Program. AAM's forging division had been under tremendous over capacity and costing pressure long before the economic crisis in auto hit. This resulted in the Detroit Forge and Tonawanda (N.Y.) Forge facilities to close accounting for a substantial portion of the above number of members participating in the Special Separation Program.

Since January 2009 more than 900 more members have left AAM through a Cash Out option that was contained in the Buy Down Program. The Buy Down Program paid AAM employees who did not separate up to a total of \$105,000 dollars in three annual installments beginning the first year of the agreement. The Cash Out option is triggered when an individual has been placed on indefinite layoff for a minimum of 30 days and allows the employee to receive the sum of any remaining unpaid Buy Down payments to sever employment.

We currently have two bargaining units remaining under the Master Agreement, the Detroit Manufacturing Center, employing 174 members, and the Cheektowaga, N.Y., unit employing 60 members.

Arbitration Department

Marty Winiarski, director

The UAW Arbitration Department was established by International Executive Board action on Nov. 30, 1964. The department is under the jurisdiction of President Gettelfinger.

The Arbitration Department's responsibility is to be an informed resource for staff engaged in arbitration. The electronic technology makes the department a good resource for local unions and International staff.

Consulting on and assisting with cases

The Arbitration Department provides research, consultation services, and copies of both arbitration decisions and arbitration publications to UAW International representatives upon request. Department staff routinely review and evaluate

arbitration cases and awards from both UAW and non-UAW cases throughout the United States.

Staff members in UAW regions and national departments provide the Arbitration Department with copies of their awards. When these awards are received in the department, they are read, analyzed, logged and filed. Awards are logged by a topic code number and cross-referenced by the local union's number and arbitrator's name. This system enables the department to study prior awards and provide research when requested on a particular subject or arbitrator.

Training

The department develops and prints training and educational materials that are available to International representatives and local union leadership.

The Arbitration Department provides training to UAW International representatives and local union grievance handlers. Training is provided to staff and members in the various regions of the UAW when requested. The training provides participants with the most current information on arbitrators' views, trends and court decisions pertaining to arbitration proceedings.

The department has developed and conducted classes for the union's annual Civil and Human Rights Conference on a training module titled, "How Arbitration Works – Can We Win This Case in Arbitration?" This class has been provided to Civil Rights Committee members involved in the investigation of discrimination grievances under the Equal Application of Agreement Procedures in some contracts.

Service

When requested by regional directors, the Arbitration Department is available to assist in handling of a particular arbitration proceeding when it is determined that the case presents a strong interest or principle affecting the membership. The services provided by the Arbitration Department are primarily focused on the union's Independents, Parts and Suppliers, and Technical, Office and Professional local unions.

Chrysler Department

Vice President General Holiefield, director

The state of the domestic auto companies has faced an unprecedented period challenging their mere survival since the last Constitutional Convention in 2006.

During these turbulent times, the domestic auto companies lost nearly 13 percent of market share slipping to almost half of total domestic sales, which fell from 17 million to a historic low of 9.5 million. This resulted in billions of dollars in losses for the domestic auto companies. Following the 2007 Collective Bargaining Agreement, and continuing through 2008 and 2009, the economic collapse of the American economy forced Chrysler LLC to file for bankruptcy on April 30, 2009. The bankruptcy process afforded Chrysler

the opportunity to restructure the corporation and obtain government loans to stay in business. Also, as part of the bankruptcy, Fiat SpA has committed to providing technology and engineering in exchange for a percentage of Chrysler LLC, as well as to protect the assets that were profitable and shed the non-profitable assets while obtaining government loans.



The UAW Chrysler Department represents approximately 23,568 hourly and salaried workers under four national agreements: Production and Maintenance, Office and Clerical, Engineering and Parts Depots. The Chrysler Department negotiates and administers national contracts and assists UAW regions in the servicing of these agreements. The 2007 collective bargaining breakthroughs between the UAW and Chrysler are as follows:

- **Pensions:** All retirees and surviving spouses that retire under this contract had their basic pension rate increased by \$2 per month per year of credited service. Retirees receiving a 30-and-out supplement received a \$120 increase inclusive of the basic pension rate increase effective Oct. 1, 2007. Chrysler retirees and their surviving spouses who retired before Oct. 1, 2007, will receive four lump-sum payments payable in December each year through December 2010. The payment in 2008 was \$700 for all retirees and \$455 for surviving spouses, and the payment in subsequent years was \$23.33 times years of credited service with a minimum of \$233.33 and a maximum of \$700 with surviving spouses receiving 65 percent.
- **Supplier Letter:** Chrysler reaffirmed its commitment to using suppliers that are good corporate citizens. Chrysler will continue to urge its suppliers to treat their workers fairly, to provide them with good wages and benefits, as well as providing a safe workplace. Chrysler further agreed to inform their suppliers of their good positive working relationship with the UAW and agreed to the policy of “fully respecting the right of employees to seek representation by a union.”
- **Credited Service Pickup:** Chrysler workers that have credited service as of Dec. 31, 1995, will never be less than their seniority at that date. All time lost due to a temporary separation is filled, not just layoffs, as was the practice in previous contracts.
- **Group Insurance Benefits Improved:** Survivor income benefit insurance (SIBI) and the bridge benefit was

increased from \$650 to \$700. Workers with dependants will be eligible to increase life insurance to \$40,000. Employees must provide proof of good health for amounts above \$20,000.

UAW-Chrysler National Training Center

The UAW-Chrysler National Training Center (NTC) was established under the 1985 contractual language. The eight-member national Joint Activities Board, comprised of equal UAW and Chrysler national representatives, directs and oversees all joint NTC endeavors.

Health and safety remains the launch pad that formalized the NTC, while job security programs are the vehicles that sustain our future. NTC strives to enhance UAW members with opportunities to acquire a high educational degree, enhance basic skills and enrich their job opportunities by developing programs that are designed for those purposes.

To help fortify Chrysler’s market share and preserve UAW jobs in the 21st century, the union has jointly agreed to develop NTC programs designed to streamline the Chrysler workplace and help give our members job security in the competitive marketplace.

Accreditation/certification program

The NTC, in a business alliance with the American Council on Education, partners with universities and other institutions of learning to identify and develop courses appropriate for certification and accreditation. Today, more than 100 courses are offered to UAW Chrysler workers.

Bringing Excellence to Safety (BEST)

Through the efforts of the BEST joint program, Chrysler received numerous safety awards and is recognized as one of the safest employers in America.

Focused on risk assessment and hazard control of high-hazard jobs, the BEST program identifies tasks and hazards associated with each task, performs risk assessments and selects methods to control the hazards and risks.

Child/elder care program

Child and elder care are two of the most important issues facing Chrysler workers. To assist our members, a before-and-after school latchkey program was continued with Detroit-area school systems through the Alliance for Children and Working Families. The program enables employees to pay for dependent care services using tax-free dollars. A resource and referral program, accessible to all Chrysler workers, was established to help obtain quality care of children and elderly dependents.

Ergonomics

Recognizing the need for a new approach to lower extremity injury prevention, application guidelines for standing-support solutions will be jointly developed. These application guidelines will be reviewed by the National Joint Committee based on a comparison between shoe insoles and floor matting. Existing matting will not be removed or installed except upon recommendation of the local Ergonomics Committee following these guidelines.

The parties agree that the current composition of the NTC Health and Safety Certification Program contains adequate ergonomic curriculum to allow UAW Ergonomic Analysts and other participants to perform the functions necessary to facilitate ergonomic improvement activities at our facilities. In addition, the ergonomic focus of the current NTC Certification Program will be enhanced with the incorporation of existing AME ergonomic courses. Further, ergonomic courses from the UAW Health and Safety Department will be reviewed with the NTC and corporate health and safety.

Health and safety

Skilled trades safety training will be enhanced to include Electrical Safety Work Practices Training (Arc-Flash) NFPA 70-E for appropriate personnel. The Joint Committee will be provided with hands-on training on duct static pressure and face velocity measurement using existing industrial hygiene equipment. Periodic reviews of plant noise surveys will be

completed at applicable facilities.

The Local Joint Committee, in conjunction with corporate industrial hygiene, is to determine the need for an air-sampling plan for both routine and intermittent exposures. Corporate safety is to provide the Local Joint Committee with permissible exposure limits annually and familiarize them with the review and interpretation industrial hygiene reports. Each applicable Local Joint Committee will receive a noise survey and an overview of control methods. The company is to provide full nonconfidential formulation information for 100 percent of all active hazardous materials. Meetings will be conducted to review newly approved hazardous chemicals.

Local Employee Participation Council (LEPC)

Each facility has an LEPC, led by the UAW local president and the plant location manager. The LEPC is the umbrella to all UAW-Chrysler joint activities. It provides the leadership for planning and implementing joint activities to improve safety, quality, delivery, cost and morale at each location.

Metalworking Fluids (MWF)

Metalworking fluids maintenance is added to the agendas of all machining plants' joint Safety Review Board meetings. To monitor respiratory effects of machining fluids, power-train plants performing machining operations will submit a copy of the mapping, highlighting any process changes that could affect the environmental concentration of MWFs in the last submission. The National Joint Committee reviews the submissions and determines if any additional mapping is required. The Joint Committee will be trained on mist mapping.

New Hire Orientation Program

The UAW and Chrysler LLC agree to implement the jointly developed, standardized New Hire Orientation Program. The information will acquaint the employee with our business, the benefits, opportunities and responsibilities they will have as employees of Chrysler LLC and members of the union, to include the history of each organization. The New Hire Ori-

entation will be conducted jointly by union and management leadership during normal working hours. The information may also include the union and Chrysler's perspectives on issues which affect the workplace and community.

Tuition Assistance Program (TAP)

Under the terms of the Loan Security Agreement, tuition assistance has been suspended until the funding level is adequate enough to reinstate the program.

Civil and Human Rights Department

Gloria Brimm, director

The UAW has stood for social justice since it was organized in 1935, and it continues to be a powerful force for progressive change. For nearly 75 years the UAW has been in the forefront of fighting for working Americans, our families and our communities. The leadership and membership of our union know that supporting social justice is what makes the union vital to the lives of families everywhere.

The UAW actively fought the apartheid government in South Africa and supported the migrant farm workers in their struggle for decent wages and living conditions. When women marched on Washington in support of the Equal Rights Amendment, the UAW sent thousands of its members to join the march.

The UAW's mission and vision has always been about more than just another nickel in the paycheck – although negotiating good wages and decent benefits are some of our proudest achievements. The UAW has also fought for workplace safety, dignity and job security, and we will continue to do so. The struggle for justice must and will continue. We will continue to tackle issues that benefit those who don't have the advantages of a union card: the poor, the disenfranchised, the uninsured and the unemployed.

Our communities must see us as an ally in the struggle to create and retain jobs that sustain families and nurture the local economy. We must be seen at the forefront of efforts to raise standards in our public schools, provide excellent public

services, and guarantee fair treatment to all people regardless of race, age, gender, religion, national origin or sexual preference.

The UAW looks forward to continuing our work with our members, constituency groups and community leaders on the issues that are so important to all working families. We will keep fighting for what we believe in. That is, workers can only make progress as the rest of society advances. It is through our determination and perseverance that together we will continue to make social and economic progress in the 21st century and beyond.

Coalition building

The UAW Civil and Human Rights Department participates throughout the year in numerous national and regional conferences of the AFL-CIO constituency groups and other civil rights organizations with whom we are politically allied through the Leadership Conference on Civil Rights (LCCR). We are committed to meeting our objective of carrying out our civil rights political agenda in cooperation with key allies in the labor/civil rights coalition.

At the beginning of each calendar year our department prints a schedule of the national and regional conferences of each of the civil rights organizations with whom our members are active. This list is provided to all regional offices and national departments of the UAW and is available upon request.

During the last several years our department has actively participated with the following civil rights organizations in their national, regional, state and local conferences:

- The Coalition of Black Trade Unionists (CBTU).
- The A. Philip Randolph Institute (APRI).
- The Labor Council for Latin American Advancement (LCLAA).
- The Coalition of Labor Union Women (CLUW).
- The Asian Pacific American Labor Alliance (APALA).
- Pride at Work (PAW).

- The National Association for the Advancement of Colored People (NAACP).
- Southern Christian Leadership Conference (SCLC).
- RAINBOW/PUSH Coalition.

We will continue our increased efforts to encourage local unions, where possible, to send voting delegates to these conferences.

Our department supports and participates in all AFL-CIO Civil Rights Conferences and the Dr. Martin Luther King Jr. birthday activities during which we work with poverty centers, senior citizen homes, women's domestic violence centers, feeding programs and paint/fix up programs in areas of need around the country. Each year during MLK week, the AFL-CIO selects a U.S. city for labor to focus this work on. In 2007 it was Houston; in 2008 it was Memphis, Tenn., and in 2009 New Orleans.

UAW Civil and Human Rights Seminar

The Civil and Human Rights Department sponsors a one-week educational seminar at the Walter and May Reuther UAW Family Education Center at Black Lake. Since the UAW's last Constitutional Convention approximately 750 UAW delegates have attended a civil and human rights seminar from every region in our union. There they receive training that gives local union civil rights committees and local union leadership the skills and tools necessary to carry out their role within their local unions. Some of the various workshops that delegates participate in range from:

- Arbitration
- Building Cultural Competency
- Discrimination Case Law
- Policy and Procedure
- Political Action
- UAW Civil and Human Rights History
- Understanding Our Civil Liberties

- Workplace Violence
- Sexual Harassment
- Coalition Building

The focus for the 23rd annual seminar was "Coalition Building;" for the 24th it was "Civic Engagement and Community Activism;" for the 25th it was "Empowerment Training;" and the 26th was "Reaffirming Civil and Human Rights for All." Delegates each day attended general plenary sessions on the issues and workshops to address their skills development training needs. We want our delegates to understand the duty of fair representation and investigation guidelines because of their role in handling discrimination grievances, and because of the fact that UAW members can, and do, file complaints against their employers, and sometimes against their local unions.

During the seminar in 2006-2008 delegates participated in fund-raising activities, and a substantial contribution was raised for a clinic in Tutwiler, Miss., located in one of the poorest counties in the United States. Tutwiler is about 90 miles from Memphis, with a population of fewer than 1,500 people. The Tutwiler Medical and Education Center is managed by a group of nuns, one of whom is a medical doctor. Aside from the education portion of the center, a group of 25 women earn their income by quilting, from which they receive 80 percent of the selling price. The medical clinic treats everyone, regardless of whether they have medical coverage or not.

During the 2009 seminar, an impressive display from the Ferris State University Jim Crow Museum titled "Hateful Things Exhibit," was set up for delegates to experience. The pieces in the exhibit represented some 150 years of anti-black, racist objects and images, which evoked real emotions for delegates who viewed them.

The department also held NACOCR meetings during the seminars, and elections for the officers were held at the 2009 meeting. Regional RACOCR reports were given, and the

council discussed various issues of importance and means for improving their communications network.

Local union civil rights committees

Our UAW local union civil rights committees perform an invaluable service in educating, mobilizing and assisting our members in the fight against all forms of discrimination.

Each local union within the UAW is required by constitutional mandate to have an active civil rights committee. The importance of this committee cannot be overemphasized. For example, in some UAW contracts the committees investigate discrimination grievances.

These committees, along with other union officials who handle grievances, play an integral part in the effective representation of the membership, especially in the elimination of all forms of discrimination.

Affirmative action

Affirmative action programs are under attack all around the country, and the outcome will have far-reaching national impact. With the help of Ward Connerly, a number of states (including California, Michigan, Washington state and Nebraska) have recently passed ballot initiatives that outlaw affirmative action programs. This has undermined many years of progress in equality of opportunities for all Americans.

The UAW Civil and Human Rights Department is in the forefront of the fight to save affirmative action. We will continue to provide education and training activities on the affirmative action effort. We will also urge Congress to support the affirmative action program as an essential part of our nation's commitment to equality, along with our continuing to work with our allies throughout the nation to emphasize the importance of affirmative action and measures to create equal opportunities and defeat state anti-affirmative action ballot initiatives.

EEOC and state agency cases

The Civil and Human Rights Department continues with its ongoing work of investigating complaints filed with the U.S. Equal Employment Opportunity Commission (EEOC) and with state agencies authorized to receive complaints under section 706 of Title VII of the Civil Rights Act. Our department assists local unions seeking resolution of federal and state agency charges, in accordance with the UAW Policy and Procedures for Local Union Civil Rights Committees. There were more than 150 active EEOC and state agency cases pending as of the end of calendar year 2009.

Education

The Civil and Human Rights Department provides ongoing training on the following:

- Policy and procedures for local union civil rights committees.
- The elimination of sexual harassment in the workplace.
- Activating your local union civil rights committee.
- Duty of fair representation.
- Investigating a discrimination grievance.
- Diversity in the workplace.
- The Americans with Disabilities Act.
- The Age Discrimination in Employment Act.
- The Family and Medical Leave Act.
- The 1964 Civil Rights Act.
- Current civil and human rights issues.

Although there is still much to be done, the UAW Civil and Human Rights Department is extremely proud of its progress toward the elimination of discrimination. This is not an easy problem, and there are no simple solutions. But with the help of everyone, we will continue the progress already achieved in this area.

The UAW encourages our members to discuss concerns and problems regarding all forms of discrimination with their committees. The department has found that the committee training received can go a long way toward reducing discrimination in the workplace.

Regional civil rights conferences

At the request of regional directors, the department continues to provide presentations and training workshops at regional conferences and at regional Civil and Human Rights Advisory Council meetings.

The Civil and Human Rights Department has participated in numerous conferences and workshops throughout the United States to address civil rights problems and examine ways to resolve issues that confront our union, nation and community.

The Civil and Human Rights Department continues to welcome these opportunities to assist with civil rights training. Our participation in the regional civil and human rights meetings provides our department the opportunity to receive feedback on the activities of the local union civil rights committees and area councils.

Publications

The department can provide the following written materials in order to assist and complement our training programs:

- The Americans with Disabilities Act (questions and answers)
- The Family and Medical Leave Act is Now Law – What Does it Mean for UAW Families?
- UAW Administrative Letter – UAW Substance Abuse Policy
- UAW Administrative Letter – Family and Medical Leave Act
- UAW Administrative Letter – Policy on the Elimination of Workplace Sexual Harassment
- Stopping Sexual Harassment in the Workplace
- UAW Local Union Policy and Procedures
- Duties of the UAW Civil Rights Department

- Equal Application of the Agreement – Equal Employment Opportunity Committees
- UAW Regional, State and Area Advisory Councils on Civil Rights
- Know Your Civil Rights Laws
- UAW Investigation Handbook

In addition to these training materials, the Civil and Human Rights Department provides continuous updates on the latest developments within the realms of civil rights.

Sexual harassment

Today, the issue of sexual harassment has continued to confront UAW members within their workplaces. It violates the fundamental principles of fairness and equality for which the union has fought so hard. Just as race discrimination, age discrimination or religious discrimination create a hostile work environment, so does sexual harassment. It runs contrary to our basic union objectives of decent working conditions free of discrimination, hostility and intimidation.

The UAW views sexual harassment of any form as an attack on the dignity of the workers who are its victims. We therefore commit our efforts and resources to eradicate sexual harassment within the workplace.

Advisory councils

The National Advisory Council on Civil and Human Rights was expanded by the International Executive Board to include local union members, thereby giving local unions a greater opportunity for input to the Civil and Human Rights Department. As a result of those same changes, each region established a Regional Advisory Council to serve as a liaison between the Regional Advisory Council on Civil and Human Rights and the National Advisory Council on Civil and Human Rights.

Since the last convention the National Advisory Council has met several times and the regional advisory councils have been involved in numerous conferences, fund raisers and cultural events around the country.

The department views the input and assistance provided by the various councils as invaluable and looks forward to our continuing work with these councils in the future.

Community Action Program

Ron Bieber, director

The UAW's National Community Action Program (CAP) is the political action arm of the union. CAP's mission is to initi-



ate and promote political activities that secure economic and social justice for UAW members and their families.

National CAP Department staff work very closely with state and regional CAP councils to educate, organize and mobilize active and retired members to protect our interests at the ballot box and in the legislative arena. When a candidate runs for office on an anti-labor platform or when workers' rights are under attack with anti-labor legislation, these are the times when the CAP program swings into high gear.

The department holds a National CAP Legislative Confer-

ence in Washington every other year. This conference brings thousands of UAW members together for educational programs and provides an opportunity for them to meet with their members of Congress. The National CAP staff also work very closely with coalitions and other allied organizations to promote a progressive agenda.

Since our last report, CAP staff worked hard in fall 2008 to elect Barack Obama, our endorsed candidate, as president of the United States and to defeat anti-labor candidates for Congress. The UAW's aggressive political action efforts in the 2008 elections proved the importance of defining the issues that our members cared about: jobs and the economy; preserving Social Security; access to quality, affordable health care; and the Employee Free Choice Act. Union members voted 67 percent for Obama. Get-out-the-vote activities across the nation helped to increase the number of votes cast by 7 percent, from 123.5 million to 132.6 million. New voters accounted for 17 percent of the total, and 72 percent of these cast their ballots for Obama.

Despite our gains in Congress during the 2008 election, the challenges facing workers remain tough. With nearly unprecedented economic difficulties, including the highest unemployment rate seen in decades, bankruptcy of the nation's major automobile manufacturers and the threat of more job losses, a cloud of uncertainty looms over America's middle class.

The 2010 elections will give us an opportunity to expand a pro-worker majority in Congress. Already it is clear there will be key Senate and governors' races in 24 states. In addition, races for governor and state legislatures will take on an extreme importance as those elected will draw the district boundaries that will shape congressional and local races for the next decade.

The National CAP Department will continue to work with many groups to ensure labor's input. We will use the Worker-to-Worker Program to educate our members on issues, provide our members with candidates' voting records and register UAW members. We will also continue our grassroots efforts to make sure UAW members vote on Election Day.

Yes, we can! Every vote counts!

Community Services Department

Linda Lash, director

“Life’s most persistent and urgent question is, ‘What are you doing for others?’”

Dr. Martin Luther King Jr.

Community service within the labor movement has always had a three-part agenda of working, serving and giving. We must continually strive to accurately portray community service and its role in fulfilling the union’s social and political agenda.

Helping solve community problems is what a social agenda is about, and community service continues to be the strongest link labor has in our community where we work and live.

The last few years have been the most trying for our members since the Great Depression.

We are experiencing the deepest recession in our history, which has thrust 2.6 million Americans into poverty. With the loss of 1,223,933 jobs just in 2008, many of our members have been through some very tough times. Unemployment nationwide stands at 10.2 percent. The “real” unemployment rate is 17.5 percent, which includes people working part time for economic reasons or those who are searching for and available for work but are no longer eligible for unemployment.



One in five Americans has been out of work or underemployed by taking a low-skill job and having a college degree. About 5.6 million people have been out of work for at least six months. Some states, such as Michigan, California, Wisconsin and Indiana, have reached unemployment rates of 15.1 percent or higher.

As difficult as the last four years have been for us in the labor movement, it has been more challenging for the average American who doesn’t have a labor union to assist them and provide resources.

As trade unionists we understand that as a result of deregulation of the banking industry and free trade agreements, we are losing the middle-class society, affecting blue-collar and white-collar workers, retirees and seniors due to the ripple effect. It is imperative that we have a strong industrial base in America that provides good-paying jobs. The middle class are victims of this economic crisis that they did not create.

Home foreclosures are at record highs because many people fell prey to predatory lending practices or toxic loans, and now their home is worth less than what they owe. Many people must make a decision whether they are going to pay for their mortgage or receive medical treatment and prescription drugs they need in order to live.

More employers are canceling health care coverage or coverage is discontinued due to job loss or corporate bankruptcy. More than 120,000 people a month file for personal bankruptcy due to a medical condition or job loss. One in nine cannot make a minimum payment on their credit cards, and many have been using them to bridge the deficit between their income and bills just to survive.

There were many people just barely making ends meet, known as the working poor. But this recession pushed them off the edge into poverty. About 35.9 billion live below the poverty level, and 12.9 million of those are children.

Homelessness in the United States has reached record proportions, with the largest group being women with children who account for 40 percent of the 3.5 million homeless in this country. On any given night, more than 1 million children are looking for food and shelter. And 41 percent of the homeless

are single men, while 14 percent are single women.

The common belief is that the homeless don't try to help themselves, but nothing could be further from the truth. About 44 percent have worked in the last week, 13 percent have regular jobs and 50 percent earn less than \$300 a month. A new segment of this group is the former middle-class jobless, who worked all their lives and never thought they would be homeless.

Food banks across the country have reported a 30 percent increase in use, and the U.S. Department of Agriculture reports that 14.6 percent of U.S. households struggle to put food on the table. Food banks are being depleted due to the overwhelming need created by the jobless, the working poor and former middle-class families.

The needs are draining the resources. Many children are going hungry, and this affects their performance in school and their ability to learn.

Due to the economic changes we are experiencing, the need for our Community Services Committees is crucial. Having an effective committee at the local level is critical to our members and our communities. They are trained to assist our members with foreclosures, unemployment and food assistance. With families dealing with such upheaval in their lives, stress management is a critical component.

Since our last convention, plant closings, indefinite layoffs, striker replacements, lockouts, earthquakes, floods, hurricanes, tornadoes and other events have caused thousands of our members and their families to suffer hardships. The UAW Community Services Department realizes the importance of identifying resources and support services critical to stabilizing the trauma resulting from these events.

Community empowerment and involvement require a concerted effort of UAW members working together to build coalitions between union and community groups, both formal and informal, in all volunteer and service efforts.

The goal of the Community Services Department is to work with UAW members and their families to improve and maintain their health, well-being and quality of life through the promotion of education and training program development by linking our worksites, organized labor and the community.

Involvement in our communities is a UAW tradition.

We understand that our problems and concerns are bound together with those of the communities where we work and live. By sharing our time, energy and skills we integrate our union into the very fabric of our communities.

In the face of the massive problems of poverty that now exist, we continue to be an organization that seeks to establish and promote the creation of agencies to serve the broad needs of our members and the entire community.

It is the department's goal that linking community services, such as the United Way and Employee Assistance Programs (EAPs), will bring together the shared expertise and resources by which to better serve UAW members and their families.

The Community Services Department activities include:

- Conducting conferences, seminars, institutes and special workshops to assist our members, their families and communities.
- Bringing in community colleges, universities and trade schools to provide educational opportunities for our dislocated members.
- Assisting local unions to develop and strengthen their community service committees.
- Assisting all UAW departments and local unions in implementing dislocated worker and job training programs. The department also studies job training legislation at the national and state levels.
- Helping local UAW community service committees to develop union awareness and education in the areas of prevention of substance abuse, domestic violence, workplace violence, foreclosure prevention and money management.
- Helping local unions understand the private agencies and government structures of their communities, and encouraging UAW members and community service representatives to participate on related community agency boards and committees in their communities.

The department has developed an annual community service and EAP skills training program at the Walter and May

Reuther UAW Family Education Center for joint EAPs, union officials, representatives and committee persons. The courses offered are 16 to 20 hours. They include: EAP-Community Services Linkages, Workplace Diversity, Workplace Violence Prevention, Critical Incidence Stress Management (CISM), Family Issues and Relationships, Empathy and Listening Skills, AIDS Prevention, Fundamentals of Substance Abuse, Relapse Prevention, Legal and Ethical Issues, EAP Organization and Change, Developing and Designing an Employee Assistance Program and EAP Train-the-Trainer.

The program also offers an opportunity for participants to update their knowledge and training skills by becoming actual facilitators and trainers while they are at the institute.

In addition, the department works with UAW regions and local unions in developing and implementing joint EAP training and programs in the Independents, Parts and Suppliers (IPS) sector. An example is the EAP Consortium that was developed and implemented in UAW Region 1, which allowed five worksites to pool their finances in order to provide our members with professional resources.

Our department has the following publications available to assist the community service committees:

Strike assistance. The UAW Strike Assistance Program was developed to help UAW members and their families deal with financial difficulties and other problems that may arise during a strike.

It is essential to keep in mind that every strike is different. The number of people affected, the length of the dispute, the extent and availability of social services, and other support within the community are all factors that will shape the local union's strike assistance efforts. But, while the details of strikes vary, the basic elements of an effective strike assistance program are essentially the same for all UAW locals.

The community service committee's function is to help members utilize their community's various government and voluntary social service agencies to deal with family and personal problems. Since a strike assistance program is nothing more than the broadening of the local union's community service program, local unions with an established community service committee will have a head start in mapping out an

effective program to assist members and their families during strikes.

Given that the differences in assistance programs, eligibility requirements and resources vary from state to state and even from community to community, the only reliable way for the committee to answer specific questions is to make a thorough canvass of both the public and private social service agencies serving their community.

Surviving unemployment. The purpose of this publication is to assist our members who are facing long-term unemployment. It emphasizes that unemployment affects the entire family and encourages our members to take charge of their personal finances.

Dealing with change. This program was developed to assist our members who are in transition. Millions of workers in recent years have had to make unexpected transitions in their lives because of plant closings, workforce downsizings and changing skill requirements. It is important to keep in mind that workers in transition are essentially healthy people experiencing a crisis that is real and not of their making. The information and support provided can help them weather the crisis.

Competitive Shop/Independents, Parts and Suppliers Department

Vice President Bob King, director

Since the last convention, the UAW Competitive Shop/IPS Department (CS/IPS) has faced many challenges within the auto parts supply sector. During the last four years the challenges have been great. With the financial troubles of the Big Three and the sharp volume decline, workers in the supplier sector have faced a countless number of bankruptcies, unprecedented reductions, consolidations, concessions and plant closings.

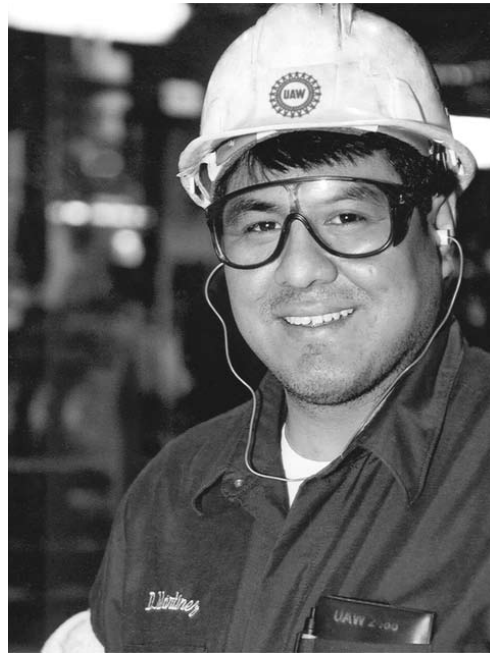
Many CS/IPS workers have often had to bargain with the goal of keeping their facility open and maintaining their standard of living. Through these turbulent times, the CS/IPS

Department has been working diligently with our members and the regions to ensure we are able to provide the expertise and bargaining assistance needed to survive, and be positioned to regain what we have lost or expand on what we have saved as the industry recovers.

Despite these many challenges, the department, in collaboration with the UAW regional leadership, has not only been able to help our members survive these tough times, but also in many cases – due to innovative ideas and team work – attain improvements and victories.

As with most challenges, the CS/IPS Department has had to adapt to the changing times, as well as rely on what we all know to be a tried and true philosophy “united we bargain, divided we beg.” It is this philosophy that has kept us as strong and, in many cases, successful, as we faced these challenges.

Over the last four years, the CS/IPS Department has utilized the power of coordinated bargaining as one tool for success. Coordinated bargaining has brought many improvements to our members in the past, and it has worked to save, improve and strengthen many of our CS/IPS facilities while the industry restructures. Coordinated campaigns at Federal Mogul, International Automotive Components (IAC) and PPG brought results that would not have been possible with single plant negotiations. At Federal Mogul, with the assistance of the Federal Mogul



Council, workers took advantage of several expiring contracts to coordinate their power to navigate their way through difficult contract negotiations. The council formulated and developed common proposals used at single plant negotiations. The bargaining committees were able to limit company-proposed concessions, and in some cases, win contract improvements and limit job loss. The workers at 12 Lear plants joined together when Lear sold the facilities to IAC in 2007. Through a coordinated approach by the regions and IAC Council, the members at IAC were able to limit concessions and prevent the whipsawing of their plants.

In 2009 when IAC again requested concessions, the IAC Council, through coordinated bargaining, was not only able to drastically reduce the company-proposed concessions, but also to obtain plant closing protection. The coordinated bargaining at IAC also provided the opportunity to win comprehensive language expanding our IAC members’ right to obtain information pertaining to future product placement, capital investments and expanded financial information. The language also forces the company to look at their plants with a “total cost” approach versus only looking at all-in labor rates. Coordinated bargaining at PPG helped newly organized workers at two PPG facilities win a first contract, as well as helped navigate and save benefits during the subsequent sale of several PPG facilities.

Along with plant consolidations and companies being sold, the CS/IPS Department, in collaboration with UAW regional leadership, has assisted many of our UAW facilities navigate through the bankruptcy process. Most often bankruptcy brings sacrifices. The department, with the assistance of our entire International Union, UAW, has been able to limit the impact on our current and retired members and develop ways to improve our standing. Bankruptcies at Plastech, Metaldyne, Dana and Collins & Aikman provided the opportunity to develop new and innovative ways to protect and, in some instances, grow our membership. During the Plastech bankruptcy we again saw the power of having a national agreement; while several plants were ultimately closed, the nationally-negotiated successor clause preserved the wages and benefits at the plants we were able to save and helped

our union obtain severance pay at the facilities that closed. At Metaldyne, through coordinated bargaining, we won successor contracts at plants that did not have a successor clause, illustrating to the Litchfield Independent Union the value of the International Union, UAW. This resulted in the Litchfield Independent Union affiliating with the UAW. In a related bankruptcy with Formtech, the department was able to negotiate and win majority signup agreements at several of the buyer's unorganized facilities.

At Dana, the UAW used the coordinated bargaining approach not only with our own Dana locals, but also created an alliance with the United Steel Workers (USW). The coordinated bankruptcy bargaining brought about a new national agreement for the Dana workers. The new agreement contains strong sourcing and job protection language, a common expiration date with the Steelworkers contracts, as well as expanded neutrality and majority signup (NMSU) provisions. Expansion of the NMSU enabled the UAW to organize 11 Dana facilities, bringing 2,500 new UAW members.

During the Dana bankruptcy, the company attacked our Dana retirees' health care. Coordinated bargaining and our alliance with the USW enabled the UAW bargainers to fight off the company's attempt to eliminate retiree health care and forced the company to contribute approximately \$465 million to fund the UAW retiree VEBA that will protect our Dana retirees' health care into the future.

A key component of the success in these negotiations was the UAW and the USW recruiting a private equity to invest \$500 million into the company. Dana has since emerged from bankruptcy and in a recent public stock offering exceeded expectations and is on track to being a viable company.

At Collins & Aikman the bankruptcy was especially devastating; C&A filed Chapter 7 liquidation bankruptcy. Our C&A membership was left with a company that had no resources to pay any severance. With the assistance of the UAW Legal Department, the union was able to force the Big Three to provide modest severance and extended benefits for these members.

Continuing our goal of improving our representation of the CS/IPS membership, at the last CS/IPS Conference, we

joined our Ford membership and held the first-ever joint CS/IPS UAW-Ford Conference. This joint conference not only enabled the CS/IPS Department to utilize the expertise of the National Ford Department, but also to build solidarity between CS/IPS workers together with our members at Ford – suppliers and OEMs together. In addition to the joint conference, the CS/IPS and National Ford departments joined together to expand the role of the UAW-Ford Lean Supplier Optimization Team (LSO). The LSO is designed to give CS/IPS workers a voice in improving quality, productivity and eliminating waste at their facilities while insuring that these improvements are used to improve job security and maintain their standard of living. In many cases, improvements discovered by the LSO have been used to reduce or prevent a membership from having to take concessions.

While the CS/IPS Department continues to fight to protect our members, we have not lost sight of a major objective: standardizing the economics of agreements by components or services so that employers compete on the basis of quality, service and innovation, not on who pays the lowest wages. The CS/IPS Department continues to monitor wage and benefits across the industry with the use of the CS/IPS database. The database is designed to support International representatives and local unions in bargaining by providing a summary of contract data for all UAW-represented facilities making the same product or owned by the same employer. The database has also proved useful in arbitrations, bankruptcies, poverty pleas and demands for concessionary bargaining. In addition to our collective bargaining and representational activities, the department has assisted in political action efforts. Before the 2008 presidential election, the CS/IPS Department worked throughout the Detroit area at CS/IPS plants to register and educate over 500 new voters and worked in coordination with our Community Action Program.

The National CS/IPS Department continues to explore new and innovative ways to represent our CS/IPS members. Whether it is assisting a region in a contract battle, negotiating a first contract, surviving a bankruptcy or leading a coordinated bargaining campaign, the CS/IPS Department is ready to assist our members in their fight for fair and equitable contracts.

Conservation Department

Ron Bieber, director

The Conservation Department works to educate UAW members and the community about environmental issues and to mobilize grassroots support for policies that strike the proper balance between economic growth and protecting the environment. Achieving this balance is only possible through the full involvement of our membership in influencing the policies of government and business at all levels.

Working with UAW's Legislative Department in Washington, the Conservation Department also continues to support environmental legislation that addresses climate change and global warming that is achievable with current or emerging technologies.

The department staff belong to, support and serve on many community and government boards and commissions including:

- Great Lakes United.
- Coast Alliance.
- United States Environmental Protection Agency.
- National Resources Defense Council.
- Southeast Michigan Council of Government.
- The Ecology Center.

Working with these grassroots organizations, local community leaders and state and federal legislators, the Conservation Department looks for solutions that balance the world's need for economic growth and protecting the environment.

Materials, resources and assistance for workshops and training are provided to local unions, upon request, to support their efforts in their communities on local environmental or workplace issues.

The UAW's commitment to a safe and healthy environment and protection of the world's natural resources is a proud piece of our history.

Consumer Affairs Department

Ron Bieber, director

The Consumer Affairs Department works to heighten the awareness of consumer rights among UAW members and the community. This department also monitors consumer protection laws that are designed to provide truthful information on what to be aware of and how you can protect yourself in the marketplace. Consumer protection laws are designed to prevent businesses from engaging in fraud or any other specified unfair practice.

In the United States a variety of laws at the state and federal levels regulate consumer affairs. Consumer law covers a wide range of topics including:

- Product liability.
- Price gouging.
- Shoddy and defective merchandise.
- Misleading and fraudulent advertising claims.
- Outrageous interest rates and service fees.
- Fraud.
- Credit repair.
- Utility turnoffs.

The Consumer Affairs Department works closely with and sits on the boards of the National Consumers League and the Consumer Federation of America, which are coalitions of labor and consumer organizations fighting to defend consumer rights through legislation at the national, state and local levels. The UAW will continue to work with a coalition of consumer, women's and civil rights groups, as well as other labor unions, to protect consumers in the marketplace.

Agencies, such as the Better Business Bureau, the Consumer Affairs Department in your city, the state attorney general's office, and the Bureau of Consumer Protection, are available to help consumers.

Local union consumer affairs committees should work very closely with the Community Action Program (CAP) Committee to lobby our elected representatives for passage of consumer protection legislation.

Coordinated Travel Services

Warren Danford, director

Coordinated Travel Services LLC is a registered, not-for-profit travel agency in Michigan. It was chartered in 2001 by four entities comprised of the International Union, UAW, and the three joint training centers, UAW-GM Center for Human Resources, UAW-Ford National Program Center and UAW-Chrysler National Training Center.

Under the same concept as the joint training centers, two co-directors manage the travel department. Within the UAW, the department falls under the jurisdiction of the UAW President's Office and the union-appointed co-director reports directly to the president.

The concept behind forming the travel agency was to leverage the combined purchasing power of the four partners as it relates to all aspects of meeting and conference planning.

Travel expenses are a large part of the budget for each of the four organizations. The UAW and the joint training centers with their various training programs and servicing assignments require a large amount of travel. Since the establishment of the travel department, all travel-related expenses including, but not limited to, hotel and airline costs have been substantially reduced to well below the industry averages.

The savings generated by utilizing the combined purchasing power of all four partners not only results in savings to them, but also to the local unions as well. The travel department has booked hundreds of conferences, tens of thousands of hotel room blocks and thousands of airline flights since its inception. This process has resulted in savings to the four partners in the hundreds of thousands of dollars annually.

Education Department

Marty Winiarski, director

Workers' activism and power emerge through a process of awareness and education.

Our programs reflect the union's role as an advocate for democracy in the workplace and for a just and equitable society. It is our job to instill and strengthen the belief that workers can and will achieve these goals. We are committed to doing it with a challenging curriculum covering issues that matter.

We develop and deliver programs that nurture activists, educate on issues of importance to our members, and develop specific skills, all of which lead to building the union.

Developing activists

In order to have an effective, vibrant union, we have to constantly develop and support activists. Several programs are available that target that objective.

We start with our children. The union sponsors three one-week summer Black Lake Family Scholarship programs annually. Spouses and members attend classes focusing on union involvement, while children participate in day camp activities and learn about the union in an age-appropriate way.

This begins the process of understanding that social change is possible when people act collectively.

Our New Member Orientation program greets new members. Many new members walk into our unionized workplaces with no history of unions or understanding of how contract wages, benefits or language came to be. The program addresses the role that unions play in the workplace and in society; talks about the movement yesterday, today and tomorrow; explains the structure of our union and allows the local union leadership to answer questions about the contract and other issues. It concludes by inviting member participation.

Our constitutionally-mandated standing committees reflect the union's dedication to creating a social movement, as well as providing a voice and protection at work. There is a three-tiered approach for local unions to stay current. First, there is

a general introduction to all the constitutional committees. It encourages members to become involved.

Second, there is a generic workbook that explains how to run meetings, recruit help, report activity to the leadership and membership, and plan projects.

Finally, there are committee specific publications that focus on the work of the committee.

Our next tier of training focuses on top elected local leadership. Our manual identifies tasks that need to be done to fulfill obligations and commitments. The workshop curriculum recognizes that we have much broader responsibilities than just running the local union or administering the contract.

Understanding issues

Our members need to understand what's happening in the world, so we offer classes that address the global economy and diversity.

The Education Department has developed and taught classes to many members that address deregulation, economic theory and politics.

Building skills

UAW members also need basic skills. Collective bargaining and grievance handling are the traditional skills classes, and we deliver them at locals, in the regions and at Leadership Institutes. Our skill-building curriculum has been upgraded to meet the needs of today's grievance handlers and collective bargaining committees.

We also offer Worker-to-Worker training. This basic communication tool was adopted by the UAW International Executive board in 1999. Our department was given the responsibility to help train locals to develop these structures. Creating and maintaining effective Worker-to-Worker structures allows locals to keep information flowing from members to leaders and from leadership to membership. This communication tool can be used in all facets of union activity.

Our Local Union Discussion Leader (LUDL) program focuses on developing the skills and abilities needed to be an effective labor educator. This demanding, 40-hour workshop

reflects our philosophy of union education and provides certification for discussion leaders.

Educational materials and publications

We recognize that travel to classes and training is not always possible so we offer a full range of publications for everyone in our target audience. Whether just starting out or a seasoned member, union education is a lifelong experience that is strengthened through the information shared.

Union label

Educating our members about purchasing union label goods and services also falls under the responsibility of our department. We promote union-made goods and services by maintaining a database of union provided goods and services.

Working with other departments

Whether assisting with an organizing drive or developing curriculum for a national conference, we have also made a concerted effort to integrate the work of our department more intimately into the work of the union.

These examples highlight the commitment of the department to developing and delivering high-quality union education.

General Dynamics Department

Vice President General Holiefield, director

General Dynamics Corp., headquartered in Falls Church, Va., purchased Chrysler Defense Inc. on March 16, 1982. The UAW represents the Corporation's Land Systems Division employees under three master agreements. Three-year master agreements were first negotiated with General Dynamics in 1982.

In 2005 new five-year contracts were ratified by UAW members covered by all three master agreements. The new agreements included a \$1,200 ratification bonus, four 3 percent general wage increases and one 4 percent lump-sum increase. Gains were also achieved in health care, pensions,

holidays, profit sharing and in the Savings Stock Investment Plan.

This contract expires in October with negotiations beginning in September.

Five UAW local unions, consisting of 10 units, represent General Dynamics workers who manufacture military tanks and armored vehicles under defense contracts.

The Office and Clerical Agreement covers UAW members in Local 412, Sterling Heights, Mich., Local 1193, Eynon, Pa., and Local 2147, Lima, Ohio.

The Technical and Engineering Agreement covers UAW members in Local 2147, Lima, Local 1193, Eynon, and Local 412, Warren and Sterling Heights, Mich.

The Production and Maintenance Agreement covers UAW members in Local 2075, Lima, Local 1193, Eynon, and Local 1248, Sterling Heights.

The General Dynamics Department also coordinates the activities of the General Dynamics Council. In addition to the Land Systems Division, the council includes members of Local 291, Axle Tech International, Oshkosh, Wis.; the UAW Marine Draftsmen Association, Local 571 at General Dynamics Electric Boat Division in Groton, Conn.; Local 2850 at General Dynamics Armament Division in Marion, Va.; and Local 3999 at Bath (Maine) Iron Works.

General Motors Department

Vice President Cal Rapson, director

The past four years have been very turbulent for the General Motors Corp. Beginning in 2006, the company lost an astronomical \$88 billion before filing bankruptcy on June 1, 2009. The company's unprecedented financial problems presented a long series of difficult challenges for the UAW.

While sacrifices were made so the company could survive, many auto industry experts recognized that without the UAW's support, GM would have been liquidated and would not exist today. Thanks to the extraordinary solidarity of the membership and tough bargaining by the UAW, the necessary

sacrifices required to save GM were shared by all the stakeholders.

2007 General Motors' negotiations

After a two-day strike by 73,000 UAW members, the 2007 National Agreement was approved with unprecedented product and investment commitments. The UAW won solid pledges from GM to build specific products in specific plants. GM also agreed to a moratorium on outsourcing and agreed to insource more than 3,000 jobs. Furthermore, the company agreed to hire 3,000 temporary workers as permanent GM employees.

Despite the company's efforts to shred the National Agreement, active workers retained their comprehensive health care coverage. Another innovative aspect of the agreement was the establishment of a Voluntary Employee Beneficiary Association (VEBA) to administer retiree health care benefits.

2009 modifications to 2007 agreement

In fall 2009, the U.S. economy suffered its worst crisis since the Great Depression of the 1930s. As banks failed, credit became extremely tight and car sales plummeted to a 40-year low. It became evident that GM could not make it through this crisis without assistance from the federal government. On Dec. 19, 2008, the Bush administration approved loans for GM; however, as part of the terms of the loans, GM had to provide a restructuring plan to the U.S. Treasury.

GM's initial plan called for the elimination of 16 U.S. facilities, and the elimination of Saturn, Pontiac, Saab and Hummer nameplates, as well as severe cuts to the U.S. workforce and UAW membership. It was in this difficult environment that UAW bargainers entered into negotiations with GM and the U.S. Treasury Auto Task Force.

UAW bargainers were successful at keeping hourly active members' base wages intact, as well as no reductions to their health care or pensions. The company wanted to increase the number of vehicles imported to the United States by adding production from China, South Korea and Mexico. However, the UAW

was successful at reducing the number of imports and returning the work to two U.S. plants that were scheduled to close.

Delphi 'keep sites'

As part of the GM restructuring plan that was required by the Loan Agreement with the U.S. Treasury, GM assumed ownership of the following facilities:

- Delphi Saginaw Steering – Saginaw, Mich.
- Delphi Thermal Systems – Lockport, N.Y.
- Delphi Powertrain – Rochester, N.Y.
- Delphi Powertrain Systems – Grand Rapids, Mich.
- Delphi Electronics and Safety – Kokomo, Ind.

UAW-GM Center for Human Resources (CHR)

The UAW-GM CHR serves as the national headquarters and main training center for UAW-GM joint programs. The CHR focuses on activities such as training and skill development, employee educational opportunities, work and family support, and joint product quality initiatives. Additionally, CHR features a modern training facility within the building that includes a Simulated Work Environment (SWE), as well as a high bay training area so members can experience realistic factory settings for their training.

Health and safety

The health, safety and well-being of UAW members in GM facilities are a top priority. Building on previous achievements, UAW-GM Health and Safety continues to make progress in important areas such as facility health and safety audits, new technology and training.

UAW-GM Health and Safety achieved an important milestone to ensure that GM was in compliance with state and federal occupational, safety and health laws, as well as their own internal standards. Health and safety audits for all 69 UAW-GM facilities were completed in 2009. Additionally, 14 non-GM/Delphi audits were conducted.

The newly developed health and safety training involving the GM Volt is under way at Hamtramck Assembly, UAW Local 22. This training, developed by UAW-GM Health and Safety, identifies all electrical connection and exposure hazards associated with the vehicle. Once members are trained, they will be proficient in assembly line safety when building the new vehicle.

During 2009, a total of 788 members received training at the UAW-GM CHR in health and safety-related courses; and more than 500 members attended the UAW-GM health and safety training at Black Lake. An additional 78 new appointees received Industrial Hygiene training. Thirty-three newly appointed health and safety representatives attended the Initial Training class on Dec. 1.

Quality Network

The UAW negotiated a stronger commitment to the UAW-GM Quality Network both in terms of funding and in the structure that enhances the UAW's involvement as a full partner in the business. Improvements to the Quality Network process were made in a number of areas.

The Quality Network Suggestion System made improvements and provided technical support for the QN Suggestion System (GOSTARS). Over 264 hours of help desk calls were answered. The system was converted to Microsoft Access 2007, and payroll databases were updated in 79 plants. They also accepted major responsibility for processing Suggestion Awards through the GM payroll system at North American sites.

UAW made improvements to the Vehicle Promotion and Assistance Contact (VPAC) program and by the end of 2009, a total of 180 cases were completed with a 90 percent customer satisfaction rate.

The UAW won a commitment from GM that all facilities would attain and maintain Quality Network Planned Maintenance Phase Three status during the length of the agreement. By the end of 2009, 40 of the 72 plants have achieved Phase Three awards.

Work/Family program

To better serve the needs of UAW members during difficult times, the union won additional training for UAW Work/Family representatives. Other improvements, such as high-speed Internet access, will further enhance the program's ability to meet the needs of its membership.

Diversity and equal application

The UAW has a longstanding commitment to diversity and has promoted education, awareness and dedicated resources for improvement in this important area. During 2009, all UAW staff, GM staff and OPEIU members working at CHR were trained in preventing and dealing with sexual harassment, as well as harassment other than sexual discrimination and in diversity.

Training

The combined Program Development and Delivery and Human Resource Development continue to provide classes for UAW Document 46 Internationally Appointed Representatives, Local Appointees and members to enhance the necessary skills in supporting UAW-GM training development and initiatives.

Tuition assistance and dependent scholarships

UAW-GM Tuition Assistance Plan (TAP) paid a total of \$10,438,258 for the educational needs of active, inactive and retired members.

The UAW-GM Dependent Scholarship Plan paid a total of \$7,018,435 for the dependents of active, inactive and retired members' educational needs.

UAW-GM Facebook fan page

Started in August 2008, the page has more than 3,000 fans. The page features stories of GM people and products. It also highlights how UAW-GM people support the communities in which they live and work across the United States.

UAW-GM Legal Services Plan

UAW-GM members and retirees continue to receive high-quality legal services from the UAW-GM Legal Services Plan. The plan opened 90,000 cases in 2009.

Guide Department

Vice President Jimmy Settles, director

In 2006 General Motors, Guide Corp.'s primary customer for exterior lighting systems, announced that it was re-allocating all of its current lighting systems from Guide. All production ceased Jan. 12, 2007.

This action led to the closing of the Monroe, La., and Anderson, Ind., plants, where the 1,845 hourly workers were represented by UAW Locals 1977 and 663, respectively.

A closing agreement was negotiated that provided for the current agreement to continue until its expiration in March 2009. The agreement provided for a Special Attrition Program that included several options: Mutually Satisfactory Retirements, a Pre-Retirement program, lump-sum separation payments, a Special Employee Hiring Opportunity at GM plants, or the right of a laid-off worker to continue to be paid SUB and have insurance coverage until the expiration of the agreement.

Health and Safety Department

Marty Winiarski, director

The UAW Education/Health and Safety Department coordinates occupational health and safety activities for the union. Its mission is to assist in eliminating hazards by combining collective bargaining leverage, member mobilization and public action, with the protections afforded by law. Union leverage is all the more important since laws and regulations are being quickly eroded by the global pressure for unsafe work practices and deregulation forces of the right wing.

While contracts lay down broad goals and programs, details

are often hammered out between contracts. New science and new threats to the health and safety of our members means that we can never stop bargaining for better protections.

The expertise of the UAW in health and safety, safety engineering, ergonomics and industrial hygiene is widely recognized in the labor movement. This expertise is developed from years of shop floor experience, as well as advanced academic degrees. Its effectiveness comes from connecting unionized workers' rights in health and safety to the political and regulatory process. The department provides support during bargaining for national agreements. Staff members provide technical support to local unions, onsite inspections, fatality investigations, and training of health and safety activists and committees.

Coordination with other units

Health and safety efforts depend on close working relationships with other units in the union. Collective bargaining and addressing specific problems are done in conjunction with UAW international representatives in national collective bargaining departments and UAW regions. The department takes part in training for several hundred full-time local union health and safety representatives. These representatives include industrial hygiene technicians, ergonomics committee members, and other local union representatives and union officers who work for safer workplaces. The department works closely with the union's national collective bargaining departments, and the UAW Legal, Community Action Program (CAP), National Organizing, and Public Relations and Publications departments. Legislative activity is carried out in conjunction with the CAP and Legislative, Governmental and International Affairs departments.

Collective bargaining

UAW is the premier union in negotiating improvements to working conditions on the facility floor. Model programs developed through national contracts are used to promote and negotiate similar programs in smaller shops and different industry sectors.

National contracts

Staff members helped develop pattern-setting safety and health demands. Gaps in regulations and standards are filled through specific language in collective bargaining agreements. These gaps include provisions for lower limits for exposure to known chemical hazards. Staff members serve on union-management committees which meet regularly to ensure that collective bargaining provisions are met. The 2007 auto negotiations improved energy lockout programs, protections from chemical exposures, methods for addressing ergonomics related injuries and advanced skilled trades safety. We also maintained jointly administered health and safety training, research, health and safety auditing, program enforcement, worksite health and safety training, and evaluation of hazards of new technology. As the collective bargaining departments and joint programs have addressed health and safety issues, department staff activity in design and implementation has increased.

Smaller worksites

The department increasingly provides assistance with negotiations of smaller contracts at the request of national departments or regional offices. The key to a successful program is well-trained health and safety representatives, recognized and functioning inside the worksite, with full access to information.

The UAW has helped transplant and implement innovative safety programs into various manufacturing sectors, and in technical, office, professional and service worksites and the public sector.

Organizing

Health and safety is a rallying issue for workers seeking to organize and join the UAW, as well as a force in winning first contracts. Department staff assistance advances health and safety issues, which can be instrumental in building the local unions and in obtaining sound health and safety contract language.

Facility inspections and other direct services

The major part of the day-to-day activity of the department is helping evaluate safety problems affecting members in their worksites. Considerable effort is devoted to replying to specific requests for information relayed from local union representatives. Staff members make worksite inspections at the request of UAW collective bargaining departments and regional directors, and make recommendations for correction. Worksite visits also are initiated by special programs or concern for specific hazards. The department assists local unions by participating in OSHA contests or related governmental proceedings.

Government and political action

Workers Memorial Day (WMD), a national observance on April 28, continues to be an annual focal point for education and action on health and safety matters, coordinated by the department. Through events at local unions and in all auto industry worksites, the UAW is responsible for more WMD activity than any other union. The Health and Safety Department is directly responsible for liaison with administrative agencies such as OSHA, EPA and state OSHA plans. Experience gained from facility inspections and implementation of model programs is translated into new rules at the state and federal level. Department staff organized UAW testimony regarding OSHA matters and general policy on setting health and safety standards before House and Senate Committees. Department staff participated in more than a dozen major OSHA rulemaking proceedings over the past decades.

Education programs

The annual Health and Safety Conference at Black Lake continues to be a key event in activating and training health and safety representatives in the union. The conference targets new representatives and those without annual training provided by contract. Department staff, joint program representatives and outside experts provide a unique educational

and inspirational program.

The department won grants for occupational health and safety training from NIEHS, OSHA and the Michigan Department of Labor and Economic Growth. These projects are carried out by project staff and Local Union Discussion Leaders (LUDLs) from each region. This program has expanded the health and safety capabilities of the union. It provides new opportunities for local union representatives to share their experience and expertise with other members. The membership response has been overwhelmingly positive.

University of Michigan evaluations document the effectiveness and success of this peer worker-to-worker training technique. The largest training project, targeted at all sectors of the UAW, conducts chemical hazard and emergency response training related to hazardous waste operations and emergency preparedness. It includes joint training at the worksite, on work time, using UAW staff and LUDLs. Another grant provides for ergonomics and general health and safety training for our members in the Competitive Shop/Independents, Parts and Suppliers, and Technical, Office and Professional sectors of our union.

Hundreds of members were trained in a hands-on manner at their worksites or in their local union halls all around the country. Staff also assisted in the development of joint health and safety programs for major companies, including annual education programs for health and safety representatives.

Environmental issues

Workplace chemical protections overlap with environmental protection. Increasing public and membership concern about dangers from chemicals continues to spur political and bargaining activity. Worker concerns for EPA actions arise from their impact on workplace conditions and information, especially the Toxic Release Inventory and chemical waste. The Health and Safety Department's focus is implementation of the federal standards for Hazardous Waste Operations and Hazard Communication. Department staff are also involved in local emergency planning committees.

Publications

An active publications program has developed, revised and reformatted about 300 publications especially tailored to UAW needs. Among these was a revision of the flagship booklet, "What Every Health and Safety Representative Should Know about Health and Safety." All UAW publications are now available on a Health and Safety CD, updated annually for the Health and Safety Conference at Black Lake. A Health and Safety section of the UAW Web site has been expanded over the last four years. This provides access to current technical and political information that affects our members' safety and health. Education programs center on the recognition of hazards, the use of contractual and legal procedures to correct problems, union bargaining and political strategies, and the design of technical solutions to the hazards, such as noise control techniques, job safety analysis and ventilation design.

Occupational health and safety research

The UAW continued a unique union program of health and safety research. Research identifies chemical, ergonomic and noise hazards and recommends how to control them. The Health and Safety Department is able to get practical, prompt answers to membership questions where management, or the government, has failed to fulfill its role. The department also assists with studies conducted by university-based researchers funded by joint activities. Results of specific studies are presented to union leadership, union membership, and management, with recommendations for control measures and other follow-up actions. The findings have also been presented in scientific meetings and published in influential, peer-reviewed scientific journals. Furthermore, results have been the basis for the UAW-negotiated programs to control exposures to machining fluids and for ergonomics.

Professional activities

Department staff members represent the UAW in a large number of government advisory bodies or professional orga-

nizations. These organizations, such as the National Institute for Occupational Safety and Health (NIOSH), American Public Health Association (APHA), American Society of Safety Engineers (ASSE), National Safety Council (NSC) and the American National Standards Institute, conduct research on safety and health issues, develop national and international safety standards and promote improvements in workplace safety.

Heavy Truck Department

Vice President General Holiefield, director

The UAW Heavy Truck Department was established by President Stephen P. Yokich shortly after our 31st Constitutional Convention in 1995.

On Aug. 17, 1967, a founding Bus, Engine and Truck Council (BET) meeting was held in Nashville, Tenn. The BET Council is made up of delegates from Daimler Trucks LLC; IC Corp., International Truck and Engine, Mack Trucks, Peterbilt Trucks, Volvo Trucks and Detroit Diesel Corp.

The objectives of the BET Council include:

- To share information and better inform affiliated local unions about economic data and working conditions of firms within the bus, engine, truck and related industries.
- To promote and cooperate in UAW organizing activities at all bus, engine, truck and related industry facilities.
- To promote higher standards of wages, benefits and working conditions in all affiliated local unions.
- To develop relationships with other international unions representing workers in bus, engine, truck manufacturing and related industry facilities.
- To develop and implement coordinated bargaining with other international unions and their local unions.

Daimler Trucks LLC

The UAW represents worksites in Mount Holly, Cleveland, Gastonia and High Point, N.C. Mount Holly, where workers organized in 1990, was the first UAW-represented Freightliner plant. The UAW has successfully organized Freightliner plants in Cleveland and Gastonia, and Thomas Built Buses in High Point, making Freightliner the largest represented truck producer in the Heavy Truck Department.

UAW Local 5285 in Mount Holly produces the M-2 truck. There are 135 members working with 1,076 on layoff due to the company's decision to shift production to Mexico. They are producing seven M-2 trucks per day. In addition, Mount Holly also represents the PDI (Pre-Delivery Inspection) facility which has 26 members. Their contract expired April 2, 2010. The UAW recently prevailed in the job security arbitration case. The arbitrator ruled that per the contract, 70 percent of the NAFTA M-2 trucks must be produced in Mount Holly. Additionally, any members adversely affected by these contract violations involving layoffs must be made whole. This decision forces Daimler Trucks North America, formerly Freightliner, to move production of M-2 from Mexico back to Mount Holly.

UAW Local 3520 in Cleveland produces the Class 8 truck. The UAW is in the process of preparing an arbitration case similar to the Mount Holly case due to the company's decision to shift Class 8 trucks from Cleveland to Mexico, violating Local 3520 job security language. There are 710 members working with 3,500 members on layoff. They are producing 33 trucks per day. UAW Local 3520 also represents the PDI facility, which has 75 members. Their contract expired April 9, 2010.

UAW Local 5286 in Gastonia is a parts plant and has 610 members working and 395 members on layoff. Gastonia produces parts for all Freightliner plants. Their contract expired April 9, 2010.

UAW Local 5287 in High Point produces Thomas Built Buses. There are 1,200 members working with 180 members on layoff. They are producing 44 buses per day. Their contract expires Oct. 10, 2010.

IC Corp.

International Truck and Engine Corp., a wholly-owned subsidiary of Navistar International, owns IC Corp., a school bus and chassis manufacturer in Conway, Ark., and Tulsa, Okla.

On Dec. 16, 2009, the company notified the union that it will no longer build buses at the Conway, Ark., plant. This resulted in a layoff of 460 workers with 170 working.

On Jan. 18, the Heavy Truck Department, Region 5 and Local 1762 negotiated a new three-year agreement that will transform the bus assembly plant into a stamping and tooling facility with commitment from the CEO of Navistar to insource parts manufacturing into the facility. This effort will keep the plant open and potentially recall all laid-off members.

International Truck and Engine Corp.

International Truck and Engine became a wholly-owned subsidiary of Navistar International Corp. on Feb. 23, 2000. The UAW has 11 locals, which represent approximately 3,000 members and 23,875 retirees or surviving spouses. Our members produce medium-duty trucks at the Springfield, Ohio, plant.

The I-6 diesel engine is produced at the Melrose Park, Ill., engine plant. Engineering and design work for trucks is performed at the Fort Wayne, Ind., facility, and the clerical and technical units design engines at Melrose Park. Workers at parts distribution centers in Atlanta, York, Pa., and Dallas are also represented by the UAW.

Members at the Indianapolis Casting Corp. Foundry produce blocks and heads for the engine plants. The foundry was scheduled to close in March. Discussions are ongoing in an effort to keep the foundry open. Due to the loss of the Ford Motor Co. power stroke diesel V-8 business, the Indianapolis Engine Plant closed July 31, 2009.

Our clerical and technical units provide support services to Springfield, Ohio; Indianapolis; Melrose Park and Fort Wayne. The company has a nonunion medium-truck facility in Garland, Texas, and a nonunion V-6 and V-8 engine plant in Huntsville, Ala.

Navistar and Ford have a joint venture called Blue Diamond Truck Co. LLC, which will build medium commercial

trucks at International's assembly plant in Escobedo, Mexico. They also have a partnership with Maxion in Brazil to produce truck engines and castings. Engines and castings are being shipped to the United States for use in International's facilities. The present contract expires Oct. 1, 2010.

Mack Trucks Inc.

Mack Trucks Inc. is a major producer of heavy commercial trucks, engines and transmissions. The transformation of their Hagerstown, Md., facility into a world-class powertrain facility for North America is complete. Along with the completion of the powertrain facility, they opened a state-of-the-art test center/lab onsite in September 2006.

In November 2009 Mack transferred their product being built in the New River Valley Volvo facility in Dublin, Va., to their Macungie, Pa., facility and will now have all of their products being built under one roof. Mack Trucks successfully concluded negotiations in May 2009. The present contract expires at midnight on Oct. 1, 2012.

In August 2008 Mack Trucks filed suit against the UAW International, all of the Mack Trucks' locals and their retirees. The intent of the lawsuit was to have the courts rule in favor of the company that they had the right to reduce benefits up to and including termination of the current retirees' benefits. In May 2009 an agreement was reached between the attorneys for each of the parties to develop a Voluntary Employee Beneficiary Association (VEBA).

The VEBA was developed to ensure all current retirees and those employees that were active at the time VEBA was agreed to would have medical benefits for the rest of their lives. The VEBA has been approved by the active members in the Mack facilities and is awaiting approval by the courts and the retirees' legal representative.

Peterbilt

Peterbilt is owned by PACCAR, a diversified, multinational employer. PACCAR manufactures heavy-duty, on-and-off-road Class 8 trucks sold under the nameplates of Kenworth,

Peterbilt, DAF and Foden. It also produces Class 6-7 vehicles in North America under Peterbilt and Kenworth.

The Class 8 Peterbilt is built in Madison, Tenn., and Denton, Texas. UAW Local 1832 represents 1,095 workers at the Madison plant. The vehicles are recognized for their well-engineered, highly customized and specific applications. They have a reputation for performance and pride of ownership.

On June 20, 2008, the UAW Peterbilt contract expired, and all of Local 1832's membership was locked out. Several board charges were filed, and an illegal lockout complaint was issued. Currently, the UAW is waiting for a trial date on the charges.

In September 2009, Peterbilt notified the UAW that it would close the Peterbilt plant in Madison effective Dec. 1, 2009. We are still in effects bargaining, and no plant closure agreement has been reached.

Volvo Trucks North America

Volvo is one of the world's largest producers of trucks, buses and construction equipment. It also produces marine and industrial power systems and air craft components. Volvo has facilities in over 120 countries.

The New River Valley facility in Dublin, Va., currently produces the Volvo over-the-road product. In March 2008, after a six-week strike, the UAW Volvo bargaining team successfully renegotiated a new agreement that the membership would endorse. The present contract expires March 16, 2011, at midnight.

In December 2008, Volvo Group North America Inc., Volvo Trucks North America and the Volvo Trucks North America Retiree Health Care Plan filed a class-action complaint against the International Union, UAW, Local 2069 and retirees, spouses, surviving spouses and other beneficiaries receiving retiree medical benefits under the New River Valley Insurance Program. Their interest is to have a court rule that they have the right to change the level of benefits up to and including the discontinuation of such benefits for current retirees. The trial date was set for the week of March 22 in Abingdon, Va.

Information Systems Department

Michael LaCour, director

The Information Systems Department provides support for the computer systems of the International Union, UAW. Under the direction of the President's Office, the department supports the local unions and membership in the following areas:

Local membership and leadership database

The department maintains the membership and leadership databases for the organization. Local unions provide Information Systems with updated membership and leadership data on a regular basis. Fifty-percent of the local unions provide data electronically. The remaining local unions provide updates by sending in listings and 3 x 5 cards. The majority of membership changes are generated either by data files that are sent by the local unions or the U.S. Postal Service, as a result of address changes given to the post office by the membership.

Membership files are used for mailing out Solidarity magazine, local union election notices, local union mailings, UAW V-CAP drives, strike assistance mailings, retired workers dues drives and political action activities. Once a year locals receive a summary of their local union. This "snapshot" includes active and retired membership statistics, breakdowns by work location for amalgamated locals and listings of the local leadership information.

Retired Workers Dues Checkoff system

We maintain a database of 426,836 retired members and their surviving spouses who voluntarily contribute to the Retired Workers Dues Checkoff program. The program is under the administration of the Retired Workers Department. The Information Systems Department maintains the files and processes the contribution data provided by the various employers that have agreements to have retired workers dues deducted directly from the pension checks.

Research Department – contracts

We maintain a database for the Research Department containing contract information. The data is supplied to the Research Department by the union's regional offices.

V-CAP

Information Systems works closely with the National Community Action Program (CAP) and Accounting departments in collecting V-CAP information for those active and retired members who participate in the V-CAP program. We also print the V-CAP tickets used in the V-CAP drawings.

Organizing drives

The Information Systems Department supports the National Organizing and the Technical, Office and Professional (TOP) Organizing departments by providing custom database programs, and listings and data analysis to aid in the various organizing drives.

Support for internal systems

Information Systems is responsible for acquiring and maintaining the computer systems that keep the organization running smoothly. The Information Systems Department maintains and supports all the file servers, PCs, printers, and other associated computer hardware and software used by the International Union, UAW. Our current infrastructure connects all departments at Solidarity House and the Dave Miller Building in Detroit with 11 regional offices, the Washington office, the Walter and May UAW Family Education Center at Black Lake, and the sub-regional offices.

Under the direction of the President's Office, the staff of the Information Systems Department, along with the Public Relations and Publications Department, maintains an intranet Web server for sharing information internally. This intranet server, called SolidNet, has vastly improved internal communications.

We continue to assist other departments by providing hardware and software for the registration of delegates for

the UAW Constitutional Convention, the Special Collective Bargaining Convention, and the CAP, Civil Rights, Health and Safety, Local Union Press Association (LUPA), Skilled Trades and TOP conferences.

The UAW Information Systems Help Desk has been providing internal support and training for all of our staff and clerical employees. We are also responsible for maintaining the phone systems at Solidarity House, the Dave Miller Building and a number of the regional and sub-regional offices.

Legal Department

Dan Sherrick, general counsel

The Legal Department's staff lawyers help protect and defend the rights of the International Union and UAW local unions and members in legal forums across the United States, including the National Labor Relations Board, state labor agencies, and state and federal courts. Staff lawyers handle legal matters directly and work closely with law firms retained by the UAW to represent the union and its members. Legal Department staff lawyers also provide legal advice and assistance to union representatives in their day-to-day work and conduct invaluable training on matters pertaining to collective bargaining and union representation.

In order to perform these functions, most of the Legal Department's lawyers specialize in particular areas, providing the union with experts on various laws and practice areas that require a deep understanding of past precedents and new developments and trends. As a result, we have lawyers who specialize in bankruptcy, organizing, corporate law, civil rights and employment discrimination, constitutional issues, public sector organizing and bargaining, employee benefits (both pensions and health care), the Family and Medical Leave Act (FMLA), Occupa-



tional Safety and Health (OSHA), internal union affairs, the WARN Act, Unemployment Insurance and Trade Adjustment Assistance. Many lawyers in the department are recognized as national experts in these areas and in "traditional" labor law centering on the National Labor Relations Act, including enforcement of labor agreements, the right to strike and picket, and the duty of both employers and unions to bargain in good faith.

Since the last convention, UAW staff lawyers proudly served the union and its membership in the following ways:

Helping secure UAW representation

Every day, department lawyers assist with the union's organizing drives and other efforts to protect the legal rights of employees who want to be represented by the UAW. Many organizing drives involve litigation before the NLRB (in private sector drives) or the appropriate state agency (in public sector drives). Litigated issues typically involve the appropriate scope of the bargaining unit, voter eligibility, supervisory status and whether the employer's anti-union campaign violated worker rights. Employers generally use the NLRB process to unnecessarily delay the election while they conduct their anti-union campaign to intimidate workers.

Neutrality agreements continue to be an important tool for obtaining a binding commitment from employers to allow their employees to choose union representation in an atmosphere free of employer coercion and interference. Employers faced with organizing efforts too often conclude that breaking the law is a cost-effective way to discourage employees from organizing. Neutrality agreements allow for a more level playing field for workers and give employers greater incentive to refrain from using discriminatory and retaliatory tactics in response to their employees' organizing efforts. Legal Department lawyers provide advice on neutrality agreements, including handling legal action to defend and enforce these agreements. Department staff lawyers have been especially focused recently on protecting these agreements in light of the hostile position taken by the Bush NLRB's Republican majority against neutrality agreements. Cases involving UAW-negotiated neutrality agreements have

been pending at the NLRB, and Legal Department attorneys have been heavily involved in defending them since the last convention.

With the historic election of President Barack Obama and the inauguration of a U.S. president who respects workers' organizing and bargaining rights, there is new hope within the UAW and the labor movement as a whole that decisions true to the promise and policy of the NLRA will begin to issue from the NLRB. However, the NLRB majority appointed by George W. Bush turned back the clock on many important decisions supportive of worker rights, and it will take time for an Obama NLRB majority to reverse the significant setbacks suffered by employees during the Bush years. Our staff lawyers are helping the union strategize on how to best reverse the bad Bush board decisions, including restoring the organizing rights of graduate teaching assistants employed by private universities who saw their right to exclusive union representation under the NLRA nullified by the Bush NLRB.

Negotiations and contract administration

The recent widespread economic downturn has created new challenges for the UAW and the employers with which it negotiates. The department was actively involved in the last round of bargaining with GM, Ford and Chrysler, as well as additional negotiations with our larger private and public sector employers facing financial challenges. The department was also heavily involved in the establishment of the historic Voluntary Employee Beneficiary Association (VEBA) for GM, Ford, Chrysler and other retirees to protect the health care benefits of our UAW retirees. Employers are usually represented at the bargaining table by attorneys or have legal counsel accessible to provide advice on bargaining issues and strategy. However, the UAW is fully capable of addressing any challenges posed by employers and their attorneys with its Legal Department staff lawyers, who are prepared to respond to employers and help our bargain-ers develop a game plan to protect hard-won contractual rights for our members.

Protecting contractual and statutory rights to retiree health care and pensions

Legal Department attorneys continue to fight employer efforts to reduce or terminate retiree medical benefits. As the cost of these benefits continues to rise – along with health care generally – employers are increasing their efforts to walk away from their contractual promises. Employer attempts to avoid pension obligations are somewhat less common, but they occur. Department lawyers are often called on to sue to enforce an employer's contractual obligation to provide negotiated pension benefits, as well as the employer's obligation to comply with the Employment Retirement Income Security Act (ERISA) in the operation of its pension plans.

We also provide advice on the arbitration of union grievances against employers breaching a contract providing pension and retiree health care benefits. Employers continue to try to avoid their obligations under the grievance and arbitration procedure, and legal action is often needed to enforce those obligations and final arbitration awards favorable to the union.

Employer insolvency and restructuring

With the historic economic downturn, more and more employers are filing for bankruptcy or restructuring their business. As a result, several lawyers in the department devote much of their time representing the UAW and our active and retired members when an employer tries to use the Bankruptcy Code to escape its obligations to its active and retired employees. These situations often involve an employer's effort to modify or terminate retiree medical or pension benefits.

Staff lawyers also often assist UAW representatives in dealing with corporate restructurings. Employers sometimes attempt to use transactions such as spinoffs, asset sales and mergers to avoid their contractual obligations to active and retired UAW members. Legal Department attorneys provide advice to union officials dealing with these situations and, when necessary, sue on the union's behalf to protect and enforce the rights of our members caught up in these situations.

Concerted action and unfair labor practices

Every day Legal Department lawyers assist union representatives in filing and pursuing unfair labor practice charges against employers. These may involve an employer's anti-union campaign during an organizing drive or an employer's bad-faith conduct at the bargaining table.

Employers also continue to aggressively challenge their employees' right to engage in a variety of protected, concerted activities. Department attorneys defend against these employer attacks and identify and litigate cases that will not only resolve the matter at hand, but also set strong precedent to protect these rights for all employees.

Defense cases

We continue to successfully defend the International Union and – when requested by International Union officials – local unions in duty of fair representation charges and lawsuits. We also defend our union security agreements against attacks by the National Right to Work Committee and other anti-union forces intent on weakening labor unions by trying to impose onerous and unnecessary dues collection and accounting burdens on unions.

Legislation

We often work closely with the UAW's Legislative, Governmental and International Affairs Department in Washington to advance the UAW's legislative agenda on a variety of issues, and to defend against anti-union legislative initiatives that would undermine or eliminate federal and state legislation beneficial to workers and their families.



Legislative, Governmental and International Affairs Department

Alan Reuther, director

The Legislative, Governmental and International Affairs Department is housed in the UAW's Washington Office. UAW President Ron Gettelfinger has directed the work of this department.

In the legislative arena, this department represents the UAW in Congress and Executive Branch agencies on the wide range of issues of concern to UAW members and working families generally. This includes communicating the positions of the UAW on legislation to representatives, senators and their staff, as well as to officials in the Executive Branch. It also includes development of issues, presentation of testimony and lobbying efforts.

We also work closely with the union's National Community Action Program (CAP) and Public Relations and Publications Departments on grassroots activities associated with our legislative efforts.

In the governmental and international affairs arenas, this department works to promote the public policy interests of UAW members in the areas of international trade and worker rights. It also seeks to maintain our relationships with unions in every region of the world in order to build strategic alliances in the international labor movement in UAW-related sectors of the economy.

The goal of the activities of the Legislative, Governmental and International Affairs Department is to work for positive changes in the behavior of U.S. and foreign companies, as well as positive initiatives by the United States and other governments, that will advance the interests of UAW members and help to improve the living standards, working conditions and political and economic power of workers.

Since the last Constitutional Convention, there have been significant changes in this department. In early 2007 the director of the Governmental and International Affairs Department, Steve Beckman, retired after 22 years with the UAW. This department was then merged with the union's

Legislative Department in March 2007, with Legislative Director Alan Reuther continuing as director of the combined operation. At the UAW's 35th Constitutional Convention, Reuther will be retiring after 33 years with the UAW. Barbara Somson will be the new director of the Legislative, Governmental and International Affairs Department.

Legislative

Since the last convention, the legislative and political landscape has changed dramatically. When the UAW last met in convention in June 2006, George W. Bush was president, and Republicans controlled Congress. As a result, we were forced to defend against a constant series of assaults against working men and women.

Public support for President Bush and the GOP-controlled Congress began to erode as a result of their failure to respond to Hurricane Katrina, the enormous job loss in manufacturing, the surge in gas prices and the endless war in Iraq. A series of scandals involving GOP members of Congress made matters worse. As a result, the 2006 elections brought a tidal wave of change, giving Democrats majorities in the House and Senate.

In 2007 and 2008 Democratic leaders tried to move forward with progressive initiatives. But Senate Republicans used filibusters to block action on key measures. And President Bush used vetoes or the threat of vetoes to stop others. Meanwhile, the Bush administration continued to negotiate unfair trade deals that threatened the jobs of American workers. It also failed to take meaningful steps to address the health care crisis in America.

The failures of the Bush administration became apparent with the financial collapse and economic meltdown in fall 2008. With credit frozen, business activity ground to a halt. Millions of Americans lost their jobs, as the nation entered a severe recession. Faced with these stark realities, the American people decided that it was time to fundamentally change the political landscape in America. In November 2008, they easily elected Barack Obama to be the 44th president of the United States, and our first African-American president. They also elected expanded Democratic majorities to the

House and Senate.

When Pennsylvania Republican Sen. Arlen Specter subsequently decided to switch parties and become a Democrat, this gave the Democrats a "filibuster proof" 60-seat majority in the Senate. However, this only lasted for a year, until Republican Scott Brown won a surprising victory in the Massachusetts special Senate election in January 2010.

Workers' rights

In 2006 the UAW and the rest of the labor movement backed a long overdue effort to increase the minimum wage. But congressional Republicans used poison pill amendments to block this effort. The following year, with Democrats controlling Congress, we were finally able to pass legislation to increase the minimum wage.

The UAW and the entire labor movement also mounted a major campaign to pass the Employee Free Choice Act (EFCA). This legislation would restore the right of workers to organize and bargain collectively, without fear of employer intimidation. It would require employers to recognize a union whenever a majority of the workers have signed cards indicating that they want it to be their representative. The legislation also would provide for mediation and arbitration in first contract situations, and would increase penalties on employers that violate workers' rights to organize.

After extensive efforts by the UAW and other unions to educate members of Congress about the importance of this issue and the need for reforms, the House was able to take up and pass EFCA in 2007. Although a



majority of senators also supported this bill, Republicans used the threat of a filibuster to block any action.

Following the 2008 elections, the labor movement renewed its efforts to enact EFCA. Democratic congressional leaders vowed to pass this legislation, and President Obama promised to sign it into law as soon as it reached his desk.

During 2009 the labor movement worked closely with Senate Democratic leaders to try to address the concerns of conservative Democratic senators, and to round up the 60 votes needed to cut off any GOP filibuster, without compromising the principles underlying EFCA. Because health care reform occupied the attention of Congress for much of 2009, consideration of EFCA was delayed until 2010.

The surprise victory of Republican Scott Brown in the Massachusetts special Senate election in January 2010 made the task of assembling 60 votes for EFCA more difficult. But the UAW and other unions remain determined to move forward to pass these vital labor law reforms.

During the coming years we also will continue to work with the Obama administration and our allies in Congress to reverse the numerous anti-worker policies implemented under the Bush administration. With the support of the labor movement, President Obama has issued a number of executive orders reversing Bush policies and re-establishing important worker rights. We are hopeful that President Obama's appointments to the National Labor Relations Board (NLRB) also will overturn many of the anti-worker decisions that were handed down when Bush appointees controlled this agency. This includes the terrible Brown University decision that undermined the right of academic student employees to bargain collectively.

In 2008 the House approved mine safety and combustible dust legislation that would have improved protections for workers. But the threat of GOP filibusters blocked these measures. During the coming years we will be urging Congress to pass these and other workplace health and safety measures. We also will be urging the Obama administration to reinvigorate the Occupational Safety and Health Administration (OSHA), so it will once again promulgate and enforce strong health and safety standards to protect workers from illness and injury.

Economic recovery

In early 2008 the Bush administration and Democratic-controlled Congress were able to agree on a modest package of measures to boost the economy. But President Bush and congressional Republicans blocked broader stimulus measures. They also resisted efforts to provide extended unemployment insurance (UI) benefits to laid-off workers. But public pressure eventually forced them to acquiesce in the enactment of these urgently needed UI measures.

After the financial and economic crises in fall 2008, it became apparent that much more dramatic measures were needed to rescue the economy. At the beginning of 2009, Congress and the Obama administration acted quickly to enact a sweeping economic recovery package. In addition to containing tax relief for working families, this measure also provided billions of dollars to promote investment and jobs in key sectors, and to help struggling states and localities avoid cutbacks in services and layoffs due to their severe budget shortfalls. This legislation also contained extensions of unemployment benefits and other assistance for laid off workers.

Thanks to the enactment of this economic recovery package and other actions taken by the Obama administration, the financial system in the United States stabilized and our economy slowly began to recover. However, it became apparent that more needs to be done to jump-start our economy and create jobs for American workers. As a result, the UAW joined with other unions in calling for additional stimulus measures. In fall 2009, we succeeded in getting Congress to pass an extension of UI benefits for laid-off workers. Despite opposition from some GOP Senators, during 2010 we continued to urge Congress to approve further extensions of UI benefits and other assistance for laid off workers.

At the end of 2009, the House also approved a new stimulus package that contained additional assistance for state and local governments, as well as increased spending on infrastructure. During 2010 the UAW urged the Senate to approve similar legislation to create jobs and to provide an additional boost to the economy.

The financial and economic crisis in fall 2008 had a severe impact on the auto industry, as sales plummeted to their lowest level in more than 25 years. Working with key allies on the Hill, the UAW and the domestic automakers were able to get Congress to provide urgently needed funding for the Section 136 advanced technology vehicles manufacturing incentive program. But it soon became apparent that this assistance would not be sufficient to help GM and Chrysler weather the economic downturn, and that without further government aid they would be forced to liquidate.

The UAW mounted an all-out campaign to get Congress to approve emergency bridge loans to help GM and Chrysler. Although the House approved this assistance, Republicans blocked similar action in the Senate. When it became apparent that legislation was not going to be approved by Congress, shortly before the end of the year the Bush administration reluctantly agreed to use TARP funds to provide emergency assistance to GM and Chrysler.

After President Obama was sworn into office, he quickly indicated that government action was needed to prevent the collapse of GM and Chrysler because the consequences of their liquidation would be too devastating for millions of workers and thousands of communities across the United States, and for the entire economy of our country. However, in return for providing assistance, the Obama administration required GM and Chrysler to go through expedited bankruptcy proceedings to fundamentally restructure their operations and balance sheets. This restructuring process led to dozens of plant closings and the loss of tens of thousands of automotive jobs. It also involved substantial concessions by active workers and retirees. Throughout this process, the UAW worked to ensure that other stakeholders – including dealers, suppliers, bondholders and other creditors – all shared in the sacrifices that were necessary to restructure the companies. We also fought to ensure that government assistance would be tied to commitments by the companies to keep production and jobs in the United States.

Throughout this process, many conservative Republicans opposed the government assistance to the automakers, and called for even greater sacrifices by workers and retirees.

Fortunately, the Obama administration and Democratic congressional leaders were able to stop these attacks. In the end, GM and Chrysler emerged from bankruptcy and have now begun the long recovery process.

To help in this effort, the UAW worked with the Obama administration and allies in Congress to enact the so-called “cash-for-clunkers” program, which provided consumers with substantial incentives to trade in older, less fuel-efficient vehicles and to purchase new, more efficient cars and light trucks. This program proved to be wildly popular with the public, as consumers rushed to trade in older vehicles and purchase new ones. As a result of the program, auto companies were able to clear out inventory and had to call back laid-off workers to increase production.



Trade

The Bush administration continued to negotiate unfair trade deals with other nations. These agreements failed to include meaningful protections for worker rights and the environment. They also threatened the jobs of American workers.

The UAW strongly opposed the free trade deal negotiated by the Bush administration with South Korea. This trade agreement would eliminate all U.S. tariffs on imports of motor vehicles from Korea. But it would allow Korea to keep in place nontariff barriers that have effectively kept its market closed to U.S.-built cars and light trucks. As a result, this agreement would exacerbate the already enormous auto trade deficit that the U.S. has with Korea. The International Trade Commission conducted a study which confirmed that this trade deal would increase our auto trade deficit with Korea by over \$1 billion. This would translate into the loss of thousands of automotive jobs in the United States.

Leading House and Senate Democrats joined with the UAW in opposing the Korean free trade deal and demanding that the auto provisions must be renegotiated. Because of this strong opposition, the Bush administration was not able to bring the agreement before Congress for a vote.

During the 2008 presidential campaign, then-Sen. Obama expressed his opposition to the auto provisions in the Korea free trade deal. Since he assumed the presidency, the Obama administration has conducted a careful review of the agreement and made it clear that substantial changes need to be made in the auto provisions.

The UAW and the rest of the labor also strongly opposed the free trade agreement negotiated by the Bush administration with Colombia. We have made it clear that until the government of Colombia stops the wave of killings of trade unionists, the United States should refuse to enter into any trade deals with it.

In response to the concerns expressed by the labor movement, in 2007 House Democratic leaders succeeded in getting the Bush administration to include worker rights protections in several other trade agreements. This represented an important breakthrough. But we continue to believe that even stronger steps should be taken to guarantee that workers in other countries will have the right to organize and bargain collectively.

The UAW and other unions have advocated for reforms to expand and improve the trade adjustment assistance program to help more workers who lose their jobs due to trade. In 2008

the House approved a package of reforms, but these were blocked by Senate Republicans. However, in 2009 congressional Democrats were able to pass these trade adjustment assistance reforms as part of the overall economic recovery legislation, and these reforms were signed into law by President Obama.

Health care

The Bush administration and GOP-controlled Congress did nothing to address the crisis in the U.S. health care system. Instead, they pushed counterproductive proposals that would benefit the insurance and pharmaceutical industries. And they tried to slash spending for Medicare and Medicaid.

After Democrats gained control of Congress in the 2006 elections, they began to push progressive measures to address problems in our health care system. In 2007 Congress passed legislation to let Medicare negotiate price discounts from the pharmaceutical companies. But President Bush and Senate Republicans prevented this measure from becoming law. Similarly, in 2007-2008 Congress passed legislation to expand the State Children's Health Insurance Program (SCHIP) to cover 4 million uninsured children. But President Bush vetoed this measure, and congressional Democrats did not have enough votes to override his veto.

With the election of President Obama and expanded Democratic majorities in the House and Senate in the 2008 elections, the stage was set for major progress on health care reform. Early in 2009, Congress approved the legislation expanding SCHIP to cover millions of uninsured children, and President Obama signed this bill into law. The economic recovery legislation that was quickly enacted also expanded health insurance assistance for laid-off workers.

President Obama then called on Congress to take up broad health care reform legislation that would guarantee coverage to most Americans, while containing escalating costs. House and Senate committees struggled to craft the health care reform bills. In November 2009, the House passed a strong health care reform bill. The Senate subsequently approved a health care reform bill Dec. 24, 2009.

Efforts to enact health care reform ran into a temporary

roadblock after Republican Scott Brown won the Massachusetts special Senate election in January 2010, thereby depriving Democrats of the 60 votes needed to cut off a GOP filibuster against any conference report on the health care reform legislation. After lengthy discussions, the Obama administration and Democratic congressional leaders eventually decided on a two-part strategy for surmounting this roadblock. First, on March 21, 2010, the House took up and passed the health care reform bill that had previously been approved by the Senate. As a result, this measure was sent directly to President Obama, who signed it into law March 23.

Second, the House and Senate took up a “corrections” bill to make improvements in the broader health care reform bill that had been passed by both bodies. Because this “corrections” bill was considered under budget reconciliation procedures, it could not be filibustered by Senate Republicans. As a result, this measure was approved by the House and Senate, and then signed by President Obama.

The UAW, other unions and our progressive allies strongly supported the passage of these health care bills. With their enactment, we were finally able to achieve the union’s long-held dream of health care reform. The new health care reform law will:

- Extend health care coverage to millions of uninsured Americans, assuring coverage for most Americans.
- Ensure that this coverage is affordable by providing substantial tax credits for middle-income families, and by expanding Medicaid to cover more low-income people.
- Provide assistance to employers and VEBAs to encourage them to continue coverage for pre-Medicare retirees, an especially vulnerable population.
- Implement insurance market reforms to outlaw discriminatory practices by insurance carriers, such as denying coverage to individuals because of pre-existing conditions.
- Reduce costs for individuals and businesses by eliminating most uncompensated care, reforming provider payment and delivery systems, and by establishing

exchanges to facilitate coverage in a cost effective manner.

The UAW and other unions were pleased that these health care reforms were paid for, in part, by requiring wealthy individuals to pay higher taxes. Although we continue to have reservations about the provisions in the law that will impose an excise tax on health care plans, thanks to the efforts of the UAW and other unions this tax was postponed until 2018, and it was also modified to greatly reduce its impact on working families.

During the coming years, the UAW will be working to make sure that these historic health care reforms are fully and appropriately implemented. We will oppose efforts by conservatives to repeal provisions of the new law.

Civil and human rights

President Bush and congressional Republicans repeatedly frustrated efforts to enact major civil and human rights measures. Although the House and Senate approved hate crimes prevention legislation on several occasions, President Bush and Senate Republicans always were able to block this legislation. Senate Republicans also were able to block legislation overturning the terrible Supreme Court decision in the Lilly Ledbetter case, which undermined remedies for wage discrimination against minorities and women, as well as a bill to give voting rights to residents of the District of Columbia.

The 2008 elections produced a dramatic change on civil and human rights issues. In January 2009, the expanded Democratic majorities in Congress quickly passed the Lilly Ledbetter legislation, and it was promptly signed into law by President Obama. Later in 2009 Congress approved the hate crimes prevention legislation, and it too was signed into law. President Obama also appointed numerous people to key positions in federal departments and agencies and to the federal bench who are sympathetic to the concerns of minorities and women. This included his historic nomination of Sonia Sotomayor to be the first Hispanic woman on the Supreme Court. Not surprisingly, Senate Republicans tried to block some of President Obama’s nominations. But with the support of the UAW and our allies in the Leadership Conference on Civil

and Human Rights, the Obama administration has prevailed in most of these battles.

Governmental and international affairs



Over the past several decades, the international trade and tax policies of the U.S. government have encouraged the transfer of production abroad by U.S.-based companies, adversely affecting the jobs and living standards of UAW members. At the same time, the establishment and expansion of largely nonunion operations in the United States by foreign-based companies has had a tremendous economic and social impact on American workers. UAW members are now forced continually to confront the global interests of these multinational corporations in both bargaining and organizing. The corporate decisions that affect our work lives are increasingly based on economic and political factors in countries in Europe, Asia, and Latin America, rather than simply here at home.

Thus, since the last convention the UAW has been actively

involved in international trade and investment issues. We have developed information and analyses on U.S. trade policies, and have presented the union's views on trade legislation to Congress and the Executive Branch. In particular, we have communicated the UAW's views to the Office of the U.S. Trade Representative and the other executive branch agencies that develop and implement U.S. trade policies and work on trade negotiations. Fortunately, the Obama administration has been more receptive to the views of labor on these trade issues. President Gettelfinger has met with U.S. trade Representative Ron Kirk to discuss trade issues.

The UAW also has regularly participated in formal and informal discussions with the Labor, State and Commerce departments to provide comments and advice on trade policy and negotiations. In addition, we have continued to contact other federal government departments and independent agencies, such as the International Trade Commission (ITC) and the Export-Import Bank, to communicate our views on trade issues.

International affairs

The UAW has continued to build relationships with unions abroad to strengthen the power of UAW members in organizing campaigns and in collective bargaining. In many situations, we have worked with established unions in developed countries that have reasonably good relations with UAW-related multinational companies. But in other cases, our international solidarity work has involved engaging with fledgling unions and worker organizations operating in countries with poor labor and human rights records that face considerable anti-union pressure by their employers and domestic governments.

The UAW has made significant efforts to assist unions in developing countries that are fighting to become a force for social and economic justice for workers in ways that are not related to the UAW's current organizing and bargaining agenda. Repressive governments use the denial of basic human rights to crush democratic unions because they understand that strong, independent unions demand democracy and equitable economic and social policies. The UAW

has sought to bring to public light human and labor rights violations in Colombia, Mexico, South Korea, Thailand and elsewhere, and has urged the U.S. government to use all economic and diplomatic means to forcefully address them. The UAW has also supported complaints brought before the International Labor Organization (ILO) by unions in the metalworking sector in Asia and Latin America.

Much of the UAW's international work is coordinated with the International Metalworkers' Federation (IMF). The IMF represents the collective interests of 25 million metalworkers from more than 200 unions in 100 countries. The IMF is a federation of national metalworkers' unions at the global level. The IMF makes it possible to meet with unions from virtually every country in the world that has significant employment and production in UAW-related industries. President Gettelfinger was re-elected to the IMF Executive Committee and as president of the IMF Automotive Department at the 32nd IMF Congress in 2009. In 2008 he presented the keynote speech and presided over the IMF World Auto Council meeting in Sao Paulo, Brazil, where the common challenges facing auto unions on the eve of the global economic meltdown were discussed, along with strategies to address the crisis.

The UAW is an active participant in the establishment and the activities of several IMF company councils, including the IMF Hyundai-Kia, Ford and Fiat-Chrysler Networks. Each of these networks moved forward on strategic agendas calling on existing unions to press management to respect the collective bargaining and organizing rights of their employees throughout the world, work toward increasing public visibility/awareness of union struggles and anti-union behavior on the part of auto companies, engage national governments and international labor organizations to intervene in cases of basic human and labor rights violations, and commit to the further sharing of company information and the international coordination of efforts to build unions in the global sector.

The UAW hosted the inaugural meeting of the IMF Ford Network in March 2009 in Detroit, and is pursuing the negotiation of an International Framework Agreement (IFA) governing the company's global labor relations policies and practices. At the request of the three Italian metalworking

unions (FIM-CISL, FIOM-CGIL and UILM-UIL), the IMF convened a meeting of the IMF Fiat Working Group in Turin, Italy, shortly after the formation of the Fiat-Chrysler alliance. In addition to the useful exchange of company information, union delegates discussed and coordinated international union responses to company restructuring and the crisis in the global auto industry.

Since the last convention, the UAW has strengthened its working relationships with IMF-affiliated unions and company works council representatives in Europe. President Gettelfinger met with IMF and IG Metall President Berthold Huber on several occasions to discuss joint support for bargaining and organizing activities at American- and German-based auto companies, including Volkswagen, Daimler (Mercedes Benz), BMW, Bosch and GM-Opel. In November 2009, President Gettelfinger, UAW Region 8 Director Gary Casteel, and the union's National Organizing Director Cindy Estrada, traveled to Wolfsburg, Germany, to meet with VW management, IG Metall and VW Works Council representatives to discuss the future organizational status of the VW auto assembly plant in Chattanooga, Tenn., which is scheduled to begin operations in late 2010.

The UAW continues to engage the Japanese Auto Workers (JAW) in discussions on the role and impact of the Japanese transplants on our respective economies and unions. In May 2008 President Gettelfinger, UAW Secretary-Treasurer Elizabeth Bunn, UAW Region 1D Director Don Oetman, and staff from the union's International Affairs Department traveled to Japan to meet with JAW officers and Toyota management to discuss UAW concerns about local management interference in the rights of American workers to organize at the company's plants in North America. President Gettelfinger also addressed the JAW Executive Board and shared UAW perspectives on the globalization of the auto industry.

Russia and India are rapidly emerging as major auto-producing countries, and therefore require a strong UAW focus on relationships with independent unions in these two developing nations. As part of the UAW's involvement in the IMF Hyundai-Kia Network, our union extended solidarity support to an Indian union struggling to gain recognition at the

Hyundai plant in Chennai. The company refused to engage in meaningful negotiations for a first contract and the union struck in March 2009, eventually winning major advancements in benefits and union rights for the workers. The union is exploring plans to organize workers at a nearby Ford plant, an effort supported and encouraged by the IMF and UAW. The UAW also provided support to striking Ford workers in St. Petersburg in 2007 and intervened with Ford management here in the United States to successfully resolve the major strike issues and preserve the strength and effectiveness of the independent union, the Interregional Autoworkers' Trade Union (IATU).

The UAW continues to seek out legitimate unions in Mexico to partner with in an effort to narrow the gap in wages and benefits of metalworkers in our respective countries. The absence of a national auto union and strong independent industrial unions in Mexico makes this effort difficult. A major obstacle to the growth and development of an independent trade union movement is the widespread existence of "protection contracts" in Mexico. Protection contracts refer to collective bargaining agreements entered into by employers with corrupt or government unions in order to "protect" themselves from legitimate unions representing the true interests of employees. When Johnson Controls Inc. (JCI) employees in Puebla, Mexico, attempted to form a real union, they were told that this was illegal because a "union" already existed under a protection contract. JCI Puebla supplies car seats to Volkswagen, Ford and other auto assemblers in the region. The Puebla workers have visited UAW-represented JCI plants in the United States, and the UAW is continuing to press JCI management to recognize the legitimate labor organization in Puebla.

World Trade Organization

Negotiations on a new World Trade Organization (WTO) agreement have been ongoing since 2001 without much significant progress, which makes prospects for a successful completion in 2010 somewhat doubtful. The UAW will continue to demand that the U.S. government maintain the protections in our national trade laws and retain the right to improve them.

We have joined with progressive allies in an effort to reverse the WTO's overly broad protections for multinational investors and limits on the ability of governments to regulate their economies (including on environmental and energy matters) and to make procurement decisions that promote equitable, safe and healthy economic development. At the same time, we will continue to work with unions from around the world in demanding the inclusion of worker rights protections in the WTO's rules.

Bilateral trade agreements

One month after President George W. Bush reached an agreement with South Korea on a proposed U.S.-Korea Free Trade Agreement (KORUS FTA), the UAW and the Korean Metalworkers' Union (KMWU) signed a joint declaration opposing the trade deal. Both unions have taken the lead in their respective countries in mobilizing opposition to the Korean free trade agreement out of a firm conviction that it would weaken the domestic protections for workers and strengthen the capacity of global automakers to move production and employment to China and elsewhere around the globe where unions are weak and/or nonexistent. The KMWU sent representatives to the United States to meet with members of Congress to share examples of serious labor rights violations in Korea, and the UAW has participated in anti-KORUS FTA rallies in Korea.

The UAW has repeatedly expressed its opposition to the proposed Korean free trade deal to Congress and the administration based on our analysis showing that the automotive provisions of the trade pact would fail to 1) foster economic growth, raise living standards or promote employment; 2) obtain more open, equitable and reciprocal market access; 3) reduce or eliminate barriers and distortions that decrease opportunities for U.S. exports; 4) strengthen international trading procedures, including dispute settlement; or 5) promote worker rights in Korea consistent with core labor standards of the ILO.

Based in part on UAW testimony, the ITC found that the implementation of the proposed KORUS FTA would result in an annual increase in the U.S. auto trade deficit with Korea

of \$1 billion. The UAW continues to demand that the auto provisions of the KORUS FTA must be renegotiated.

The UAW has also joined with other unions and nongovernmental organizations (NGOs) in opposing the passage of the U.S. Colombia Free Trade Agreement until further progress has been made in stemming violence against trade unionists. In its 2009 Annual Impunity Report, the U.S. Labor Education in the Americas Project (US/LEAP) found that the absence of an integrated investigative and prosecutorial strategy continues to limit Colombia's judicial, investigative and prosecutorial efforts to reduce the murder, kidnapping and other forms of violence and intimidation of Colombian trade unionists.

Japan

The largest U.S. automotive trade deficit continues to be with Japan despite significant investment in U.S. production capacity by Japanese auto companies such as Toyota, Honda and Nissan. Before the crisis in the industry, the U.S. government showed little interest in addressing this trade imbalance by pressuring Japan to stop manipulating the exchange rate of its currency, which keeps its exports to the United States undervalued. The UAW has now joined with the domestic auto companies in urging the new administration to pressure Japan to let the value of the dollar fall against the yen. We also will continue to urge the U.S. government to take a tougher position on the trade deficit with Japan.

China

The UAW continues to keep a careful watch on China's growing automotive sector and on the potential impact of its auto industrial policy on the investment and production decisions of the world's auto companies. We will continue to urge the administration to demand that China end its currency manipulation and stop its repression of workers' rights. The U.S. government must also better enforce our existing trade laws with China, including the aggressive use of Section 421 of the 1974 Trade Act, to stop harmful surges of imports

into the United States that disrupt our markets and result in job loss. In 2009 the UAW joined with the Steelworkers in successfully urging the Obama administration to impose a three-year tariff remedy on Chinese tires after the ITC found that a harmful surge of imports of Chinese tires disrupted the U.S. market for those products.

National Ford Department

Vice President Bob King, director

The past four years, 2006 through 2010, have been tumultuous ones for the overall auto industry, especially the domestic automakers.

In the preceding years leading up to 2006, the market share of the domestic auto industry fell from 62 percent to 52 percent. During the same period Ford market share dipped from 18.9 percent to 14.9 percent.

On the heels of the UAW Constitutional Convention, in 2006 Ford lost \$12.6 billion and Ford management mortgaged all of the company's assets to raise \$23.4 billion for a massive restructuring. This move proved to be a lifesaver for Ford Motor Co. when the Great Recession hit in 2008. This unforeseen economic crisis in the global and financial markets only pushed Ford closer to the brink of bankruptcy. In fourth quarter 2008, Ford lost \$5.9 billion and a total of \$14.6 billion in 2008. In addition, and in some ways of much greater concern, Ford used up \$21 billion of their cash reserves in 2008. The overall U.S. auto industry sales fell as low as 9 million to 10 million vehicles, down from a normal level of 16 million to 17 million vehicles per year.

Collective bargaining

Despite all of these unprecedented challenges the UAW-Ford local leadership, national negotiators, and the International Union, UAW, together made their top priority both protecting our UAW retirees, and preserving and growing jobs in our U.S. factories, while protecting our members' base wages and benefits. In two sets of very difficult negotiations

in 2007 and again in February 2009, we achieved these very important priorities.

Job security

Important job security victories won by the UAW in these agreements and in the 2006 to 2010 time period include:

- Engines that were scheduled to be built in Mexico are now being built in Cleveland and Lima, Ohio.
- Transmissions that were built in Mexico are now built in Sharonville, Ohio.
- A new Hybrid transmission that was planned to be built in Mexico is going to be built in Sterling Heights, Mich.
- Dearborn Engine was kept open and major new investment and product that was scheduled to be built in Mexico was committed to this U.S. facility.
- Three assembly plants have received new, flexible body shops, and a fourth flexible body shop is currently being installed.
- The new global C Platform which will produce multiple vehicles projected to run assembly plants in both Wayne, Mich., and Louisville, Ky., at full capacity.
- Additional vehicles were committed to nine UAW-Ford assembly plants during this period.
- All UAW-Ford stamping plants were kept open and allocated major new stampings for the new vehicles in our assembly plants. With the 2011 Explorer all class A stampings are now in UAW-Ford facilities in many cases insourced from nonunion suppliers.
- \$10 million invested in Dearborn Tool & Die and another \$10 million committed.
- Stopped the long-announced closing of Woodhaven Forge and major new product insourced from nonunion supplier.
- Insourced major new components into our remaining UAW ACH facilities.

- Maintained Sterling and Rawsonville, Mich., as ongoing, viable operations with new work into both plants.
- Won a moratorium on outsourcing in our UAW-Ford facilities.
- Insourced over 1,500 jobs that were previously done outside Ford.
- During the 2009 Modification, the company agreed that prior to making any product commitment to Mexico, discussions will be made with the UAW to consider alternative sourcing possibilities.

Protecting UAW retirees

The UAW was successful in protecting our UAW-Ford retirees: In the 2007 negotiations the UAW established the Voluntary Employee Beneficiary Association (VEBA), and despite the financial turmoil during the 2009 Modification, we were able to protect that fund. On Jan. 1, 2010, the Ford VEBA Trust was launched to provide quality health care for our retirees.

Through these challenges another major victory that was achieved was that no member experienced any loss in their base hourly pay, no reduction in their health care and no reduction in their pension—and in fact got pension increases and some annual bonuses.

Solidarity with supplier workers

A major breakthrough during the 2007 negotiations was ensuring that we set and maintained industry standards on wages and working conditions for workers who supply UAW plants.

- UAW and Ford established a fully fringed labor rate of \$35 per hour for seat assembly, which is an important breakthrough.
- Established Supplier Optimization team that works with suppliers to maintain and win new work without reducing wages and benefits.
- The UAW Ford Department director and Ford's top

management meet weekly to discuss supplier and purchasing issues.

- The UAW Ford Department director speaks annually at the Ford Top Global Supplier Conference.

Delivering economic and job security to our members is a key component of the negotiations but in concert with that we have a responsibility to fight for our members to have a meaningful voice in running the business and the decisions that impact their lives. We must ensure that we are at the highest level of product development, so when decisions are made where products will be built and engineered, we are represented. We must ensure that we are active participants in making certain our plants are operating at the most competitive and efficient levels in the industry, while at the same time making sure that not only are our members' jobs protected, but we also make the best business case for new work in our factories. To that end, we negotiated three new departments: Advanced Manufacturing, Total Cost and Continuous Improvement and Supplier Optimization. These will join our other joint programs, Quality, Health and Safety, Sourcing, Education and Training.

Quality

The UAW members at Ford have made exceptional strides in quality since the last agreement, as evidenced by recent awards and studies. The J.D. Power Initial Quality Survey shows the Ford brand improved and stays ahead of industry average and statistically even with Toyota and Honda in many segments. Consumer Reports shows 90 percent of Ford vehicles earn average or better predicted reliability in the 2009 Annual Reliability Survey. Despite the unprecedented amounts of churning in the facilities, the achievements result from the hard work of all UAW members and the contract language we have negotiated that ensures members of our union will continue to have a say in how we build products.

The UAW-Ford National Quality Committee concentrated on the following major areas to further improve Ford quality:

Quality Operating System (QOS)

During these negotiations the Local Quality Committee Effectiveness Survey was incorporated into the Quality Operating System as an element. Rollout of the new Appendix Q and Letters of Understanding were rolled out to all facilities.

To improve the skills of our UAW quality representatives it was agreed to redesign our certified quality specialist training. This accelerated certification process was mandatory for all nationally appointed representatives.

Quality Operating System Coordinators (QOSC) has proved to be a valued asset by all divisions. Their responsibilities emphasized support of current model launch efforts.

To keep pace with current trends and launch issues, the UAW-Ford National Quality Committee holds yearly conferences at the Walter and May Reuther UAW Family Education Center with our UAW quality representatives and quality operating system coordinators. At these sessions we focus on team building, skill enhancement and business plans for all Ford facilities.

Quality leadership

To further enhance the knowledge of the hourly work force, we were successful in getting the company to agree to certify a minimum of two hourly six sigma black belts at each UAW-Ford facility. At this point we have in excess of 75 hourly black belts trained. They are currently completing their certification process.

To further improve in-plant quality, the UAW was given authorization to visit all suppliers who place Ford quality in jeopardy. These visits allow the UAW-Ford National Quality Committee to understand what issues the suppliers face and provide coaching to improve their in-plant processes.

Enhanced voice for workers at Ford Customer Service Division

To improve service to our customers and to enhance our job security, negotiators won language to increase the involve-

ment of UAW members in decision making within the division. This replaces the synchronous flow process that did not serve the intended goals.

Health and safety

Borrowing from the successful initiatives in quality, the UAW–Ford National Joint Committee on Health and Safety (NJCHS) has begun to standardize approaches to improve safe behavior in our facilities. While metrics continue to improve year over year, serious injuries and fatalities are still occurring. The lack of adherence to process is in most cases the cause. The use of the UAW-Ford chartering process, the “Fresh Eyes Reviews” and the development of a safety operating system will help us change behaviors and help eliminate serious injuries and fatalities. The 2007 agreement further enhanced our efforts with following health and safety advances:

Placarding

Established an Energy Control and Power Lockout (ECPL) placarding committee to drive standardization.

External standards

Provided funding for UAW health and safety representatives to attend external standards (American National Standards Institute (ANSI); National Fire Protection Association (NFPA), etc.) meetings.

Annual GRASP refresher

Provided annual GRASP refresher through the use of illustrated high impact single point lessons for shutdown stand-downs.

Digitize training materials

Current safety training videos and printed materials were reviewed for opportunities to update format (i.e., DVD, CD), including digitizing training materials for Web-based reference and/or delivery.

Confined space training

Updated the Confined Space Entry Program and provided training for plant safety professionals, permit issuers, safety trainers, emergency response team, entrants/attendants and their supervisors.

Core competency

Implemented a Web-based delivery method for UAW health and safety representatives and plant safety engineers for completion of core competency certification testing.

Train-the-Trainer

An instructor led classroom training techniques will be developed and delivered by the National Joint Committee on health and safety to new trainers.

Trainers who successfully complete the Train-the-Trainer course will receive additional instructor led Web-based or satellite “Train-the-Trainer” programs.

Focused audits

UAW health and safety representatives now conduct weekly focused audits in departments and communicate results in the Safety Process Review Boards (SPRB).

Off-standard production tasks

Additional methods of describing and placarding off-standard tasks were reviewed and implemented for recurring jobs that are performed by employees.

Mist mapping

Data collection for the mist mapping has been conducted by Powertrain Operations (PTO), manufacturing engineering, and the unit health and safety representative accompanied engineering personnel during sampling.

Safety Process Review Boards

Safety Process Review Boards at the plant level meet at

least once a month to discuss items such as, but not limited to, plant injury and illness incidents/investigations, status of incident investigations, quarterly self-assessments on health and safety, status of health and safety training initiatives, action plans based on analysis of injury data, energy control and power lockout placarding, preventative maintenance, ergonomics and safety teams, noise control programs, near-miss incident reporting process, outside contractor safety requirements, the status of daily guidelines, responsibilities and safe practices (GRASP) work area checklists, focused audit findings, and issues regarding reviews of new technology and other appropriate health and safety matters.

Chartering

Following the successful use of chartering in quality, the National Joint Committee on Health and Safety developed a chartering process for the manufacturing safety council, National Joint Committee on Health and Safety, and Local Operating Committee and Safety Process Review Boards.

Employee Support Services Program

The UAW and Ford recognize that balancing the demands of the workplace with personal and family responsibilities presents a challenge to working men and women. Our members today face issues not normally associated with employee assistance plans. Pressures from reduced overtime and family concerns related to a poor economy are leading issues our representatives are handling. Over the past four years, UAW and Ford reaffirmed their commitment to principles and objectives of the UAW-Ford Employee Support Services Program (ESSP). The initiatives under ESSP are designed to encourage and maintain healthy lifestyles for UAW workers and their families. Service components include:

Employee Assistance Plan

Confidential assistance is available to address personal and family concerns that may impact the health, well-being or job performance of workers. To further the skills of the UAW ESSP representatives, the National Committee has begun the

development of the design and implementation of a certification process.

Fitness centers/physical rehabilitation centers

Onsite fitness centers recognize the importance of exercise and exercise education to help employees achieve personal fitness. Physical rehabilitation centers provide convenient, onsite, quality and proactive physical therapy to injured plant workers. While the National Programs Center discontinued funding for the centers, local unions are using their local training funds to keep their fitness centers in operation.

Wellness programs/health promotions

Healthful lifestyles are encouraged through onsite health promotion courses and seminars that address a variety of health topics.

Family consultation and referral service

Child care consultation and referral provides assistance to employees in finding and selecting quality childcare. Elder care consultation and referral is also available in identifying and locating community resources to assist with the care of elderly relatives. This program also provides a geriatric



in-home assessment to help families evaluate and understand the options available.

Job Security Program

The Guaranteed Employment Numbers Program was replaced by the Job Security Program. Despite the fact that we had to suspend certain portions of the program in 2007, we continue to focus the program on providing members with a financial transitional safety net and creating job opportunities.

The financial safety net is multifaceted. First, the special attrition programs were negotiated and over 30,000 of our members took advantage of this program. Additionally, thousands of members accepted job placement opportunities and relocation allowances were increased. The increases consisted of \$4,880 and an enhanced relocation allowance of \$30,000 in support of those placements.

Secondly, for those members on indefinite layoff we were able to retain limited sub-benefits and negotiate a Transition Assistance Plan (TAP) in order to further extend wage benefit protections based on seniority.

During this period, due to our successful efforts in winning insourcing fights and keeping our ACH Facilities open, we were able to place thousands of Ford seniority members who would have otherwise been on indefinite layoff.

Supplemental Unemployment Benefits

To protect hourly Ford workers' incomes, the combined Guaranteed Employment Number Supplemental Unemployment Benefit (JSP/SUB) maximum financial liability cap is \$1.86 billion over the life of the 2007 National Agreement. We have spent \$621 million since the beginning of the 2007 National Agreement. The SUB plan has a balance of \$618 million and JSP has a balance of \$623 million. The Guaranteed Income Stream would be reinstated if the SUB funds were exhausted.

Skilled trades

In this ever-changing competitive environment, the union

was successful in maintaining the integrity of our skilled trades by consolidating classifications back into their base trade while maintaining the date of entry seniority. In the 2009 Modification, we negotiated self-directed mechanical teams to perform work assignments effectively and safely in pilot locations. These pilots will only take place in facilities where no mechanical skilled trades are on layoff.

The National Governance Team has developed a framework for the mechanical teams. The governance team is receiving joint formal requests from locations interested in being chosen as pilot locations for the mechanical teams. Each location will jointly determine the trades that will be part of the team.

In order to address the longstanding issue of outside contractors in facilities, we now have the ability for our skilled trades' members to retain more project work currently done by outside contractors as well as warranty work that has traditionally been done by outside vendors. This new language finally breaks the loophole that allowed vendors to automatically award warranty work to subcontractors.

To oversee these changes, a National Skilled Trades Governance team has been established per the 2007 Agreement. The team ensures that any changes, as well as current practices for our skilled trades members, are being implemented and adhered to consistently throughout the company to prevent whipsawing.

Skilled trades training

The National Ford Department has developed training which will provide local union leaders the skills necessary in putting together and submitting bid proposals to the company in order to keep work in-house. In the future, our hopes are to offer this training online.

A college curriculum is being developed for the Pyrometer/Electrical consolidation. The college curriculum will be a consolidated version of the Electrical apprenticeship course work. The Electrical Apprentice task book was updated to incorporate these changes.

A catalog has been developed to capture all the training courses that are currently offered at our Technical Training

Center. The courses have been expanded to not only cover apprentice training but much of the trade consolidation training as well. We are also able to customize training to each individual plant's needs.

Joint apprenticeship program

The apprenticeship program was strengthened by expanding the "Troubleshooting Strategies" courses to include the plumber/pipe fitter and tool and die classifications. Apprenticeship forecasting methodology was also changed to force the company to re-evaluate the forecasting data. Our task based apprenticeship was revised and expanded to account for the consolidation of trades and includes training concepts such as FTPM, FPS, MOS and QOS as they relate to skilled trades.

There are currently 76 apprentices on course within Ford. There have been no new apprentices indentured since the ratification of the 2007 agreement.

Supplier initiatives

New to the Joint Programs in the 2007 Agreement, the Supplier Initiatives Program was negotiated to give union members direct involvement in efforts to maintain and improve supplier operations. As customers of supplier plants, UAW-Ford workers see first hand the critical impact that suppliers can have on production, quality and consumer acceptance of Ford vehicles. UAW leadership recognizes the opportunities to enhance our job security and has proven that a well-functioning supply chain is essential to achieving world-class vehicle quality.

Another function of the Supplier Initiatives Program is to enhance and coordinate initiatives to help UAW suppliers improve productivity, quality, health and safety, and also address workplace culture issues. We now have a greater opportunity to assist UAW supplier companies in reducing waste, controlling costs and improving quality, often improving the job and income security of our UAW supplier members.

Advance product and sourcing

We now have UAW-Ford representatives working directly

in the Ford Advance Product and Manufacturing System. These representatives have access to the Ford product cycle plan, business planning, marketing, purchasing, design, engineering and manufacturing five to 10 years in advance of management finalizing these business decisions. These early discussions and access to information also pertain to the supply base in the areas of product, new product technologies and advanced manufacturing technologies.

Having a UAW presence in this department is a very important tool in supporting the UAW's objective in winning product investment and growing jobs in our facilities for hourly and salaried, as well as our UAW supplier members. This UAW activity interfaces at the highest possible level within the Ford Product Development (PD) community including key PD individuals such as the Global PD Group Vice President, Executive Directors, Vehicle Line Directors, Chief Nameplate Engineers, Chief Platform Engineers, Managers, and Engineering Teams.

The UAW representatives are having real input in cost studies, with the intent of driving down cost while having a positive impact on sourcing, quality, supplier initiatives and other key issues to our members in all of our UAW-represented facilities. These studies are farther upstream in the product cycle plan than we have ever been and before the actual decisions are made where we can have real impact. While the program is new we have already experienced some success:

- Gained knowledge of the HF-35 transmission before the decision was made to outsource, thus allowing us to keep it inside a UAW-represented facility.
- Early notification of small V-6 before it was developed which allowed time to keep it inside a UAW-represented facility once again.
- These are just a few of the major accomplishments we have had as we continue to further entrench the UAW in the Ford Product Development.

Education Development and Training Program

The 2007 National Agreement continued the Education

Development and Training Program including employee tuition plans for active and inactive UAW-represented seniority Ford employees. The modified employee tuition plans continue to be administered by the UAW-Ford NPC under the guidance of the Joint Governing Body (JGB) in accordance with the terms and conditions established by that body.

The tuition programs were modified in January 2009 resulting in several changes to the current offerings. Despite the dramatically reduced funding for tuition assistance benefits, leadership has responded to requests from the local leadership to maintain and facilitate training for the following programs:

- Personal Development Assistance (PDA) continues to fund labor studies workshops/conferences offered through Wayne State University, the University of Michigan and Black Lake Training Center.
- National Vocational Retraining Assistance (NVRAP) continues to assist employees on indefinite layoff to continue their education with funding up to \$8,400 based on seniority with the company.
- Retiree Education and Training Assistance (RETAP) continues to fund eligible retired UAW Ford employees with funding up to \$1,750 for use at plants and locals offering classes for the active workforce. Retirees can also use tuition assistance for labor studies classes and select computer classes.

Contract language was won in 2007 to allow for vocational training through personal development (PDA) tuition assistance exceptions. The focus of this program includes assisting locals with job fairs, job-related education and training for active employees; career-related training for employees affected by announced plant closings or other major capacity restructuring events.

The Employee Resource Coordinators (ERC) serve as assistants to the EDTP Program by assisting employees with the understanding of and application for tuition assistance and post current information in the plants regarding program guidelines.

The ERCs are trained by the NPC EDTP program staff.

Equality and diversity

Our union has a long-established commitment to equality in the workplace. This commitment is shared equally between the UAW and Ford. The National and Local UAW-Ford Joint Equality and Diversity Committees have integrated equality and diversity into the Continuous Improvement Program as a regular meeting agenda item. This will allow inclusion and respect for our UAW membership.

In addition to ensuring that our contract is applied equally to all members regardless of race, religion, disability, gender or other factors, the newly named Joint Equality and Diversity Committees have expanded roles and responsibilities. This includes implementing and monitoring training programs and strategies that address sexual harassment, diversity and equal application issues. The local committees facilitate awareness and achieve greater understanding of equal application and diversity issues.

The committees continue to encourage employees and grievance representatives to use the contractual grievance procedure as the exclusive method of prompt resolution for all claims or denied equal application rights.

The UAW-Ford National Programs Center Web site npc.ford.com is available for facilitators and leadership and offers training materials that are designed to ensure resolutions are resolved fairly.

Together the Equality and Diversity Program along with the Health and Safety and Quality Programs have established a communication system to keep us moving forward and help us become champions in our workplace.

Sourcing

In the 2007 National Agreement, the UAW protected thousands of jobs by securing a Moratorium on Outsourcing. UAW negotiators won enhanced commitments to UAW participation in product sourcing decisions. Under the UAW-Ford Memorandum of Understanding – Sourcing letter in the 2007 Agreement, Local Job Security Operational Effectiveness Committees (LJSOECs) are encouraged to develop propos-

als on ways to add business/jobs on a competitive basis. With input at every level of the sourcing process, UAW-Ford members will be positioned to take maximum advantage of our new, more competitive cost structure in order to win new work at our facilities.

Commitment on new-technology vehicles

The National Bargaining team won a commitment from the company to invest in new technologies, such as hybrid vehicles and alternative fuels and their components, in UAW-represented Ford facilities when a competitive business case exists.

Sourcing language strengthened in 2007 and 2009

The National Bargaining team won several enhancements in the sourcing language contained in Appendix P. The union will now have direct involvement in all business cases related to insourcing opportunities. This gives the leadership, along with the membership, input into decisions affecting their job security.

With this new language, for the first time the National Ford Department and local unions will now receive all requests for quotation packages in a timely fashion and before any outside suppliers during a market test study. This will allow more time for local union leadership to prepare a solid business case for protecting work at our facilities.

Language was added to address work that is temporarily brought in to one of our locations. If the work stays at Ford for more than 12 months, it will be considered UAW-Ford work and subject to contractual provisions on outsourcing. This will enhance the ability of local unions to permanently retain this work.

The company will now provide data to the union regarding the sourcing of major vehicle components in electronic format, to be updated on a regular basis. This will provide UAW representatives with timely and accurate information regarding the sourcing and costs of work that can be considered for insourcing.

Twice annually, the company will present for review its

five-year global assembly and powertrain cycle plan to the National Ford Department vice president and director.

Financial data process improved

When the company compares the cost of doing business at a UAW-Ford facility versus an outside supplier, it no longer may consider costs not directly associated with the components being analyzed. The company can no longer set an unrealistic Time-Adjusted Rate of Return (TARR) hurdle rate to stop from insourcing work at UAW-Ford facilities.

Online training enhanced

Negotiators won a commitment for online training for UAW local union officers and job security representatives who are involved in sourcing decisions. The training will allow access to interactive, real-time financial tools that will allow UAW representatives to make the most effective case for retaining and insourcing work in UAW facilities.

Continuous improvement/total cost/Ford production system

During the 2007 negotiations, to facilitate participation and garner support from all levels of the UAW and Ford organizations, from the local unions, UAW Ford facilities at the operational level, senior officials of the corporation and the UAW National Ford Department, the parties agreed to combine existing programs into this program Appendix J. This has created a more enhanced and more effective effort to produce best-in-class quality and affordable vehicles that bring high satisfaction to the customer.

A key component is that we challenge the company not only to focus on single facilities, but also the entire cost structure across the enterprise. By including UAW members in the manufacturing processes, we ensure that the company looks at other cost-saving initiatives rather than focus solely on labor costs. By creating a business case for product investment in our plants through standardization of practices, our members have an additional tool to protect our wages and benefits, and enhance job security.

Benefits

The National Ford Department has maintained 20 HMOs in which active members and their families are enrolled.

There are two Preferred Provider Organizations (PPO's) that provide health care to active hourly workers. Effective July 1, 2008, hearing aid benefits were provided to all retirees, surviving spouses and eligible dependents enrolled in the National PPO or Blue Preferred Plus PPO. This benefit was transferred to the VEBA Trust as part of the health care transition.

The UAW negotiated an additional benefit for temporary employees assigned to Ford and ACH locations. Effective Jan. 1, 2010, employees received pharmacy benefits through National PPO, Blue Preferred Plus PPO and Blue Select plans.

Accident and sickness group and optional life insurance

Under the accident and sickness plan in 2007, the parties agreed to establish a streamlined process for members who have disability claims. A toll-free number was established, as well as a centralized intake process. Also, a standard disability package was developed with clear instructions on who to contact for a disability claim.

Mental health and substance claims were updated to specify that a member must meet with a psychiatrist within 30 calendar days to certify their disability claim.

The parties agreed to better understand the A&S and Extended Disability Benefits as it relates to Social Security Disability Insurance (SSDIB). With that understanding a process was developed that assists our members in applying for these benefits. The Legal Services Department is now able to actively participate with the member through the application process and oversee the progression of the employee's case through completion. Electronic withdrawal from the employee's account (sweep account) will be utilized to recover the disability overpayment associated with any retroactive award of SSDIB. The sweep account also eliminates any overpayment owed to the Ford-UAW Retirement Board and A&S

program.

An open enrollment period has been offered every year of the 2007 Collective Bargaining Agreement. Members can be insured for up to \$500,000 of life insurance with evidence of insurability.

UAW Legal Services Plan

The Ford plan opened 29,651 cases through the third quarter of 2009. Due to the economic downturn, the plan cut costs by reducing attorneys and administrative staff by 13 percent in 2009 with all existing offices remaining open. The plan has a Web site that provides information and a list of offices, and gives an overview of benefits. The site is www.uawls.com. Members can also call a toll-free number for assistance.

National Organizing Department

Cindy Estrada, director

Since the inception of our union, organizing the unorganized has been our lifeblood. We know that we are the most effective when we have the power of numbers – whether raw membership size or density in a particular industry. The growth of our union has paralleled the story of industry in America – as the manufacturing age dawned, so did our union. And as it crested and felt the effects of trade policy, so have our members. Our union has adapted to the changing landscape by organizing in new industries and employing new tactics to grow. But with every success the forces aligned against us have also regrouped and mounted aggressive countermeasures.

The last four years have been characterized by some success but even more by examination of how we adapt to ever-shifting global realities. We continue to mount campaigns to help workers gain a voice, but the success rate – as is true of all unions – has dropped. We also became more active than ever in the numerous decertification campaigns which were often filed at the behest of anti-union groups. Card-check campaigns became scarcer as national agreements reached their natural conclusions. On other fronts, the department

has spent great effort in building new relationships with unions abroad, hosting a global meeting of auto unions from seven countries to discuss organizing strategies. Our relationships with unions in Korea and Germany have deepened as they learn the true struggle workers face against companies based in their own home countries. Dialogue was begun with companies in new industries and startup auto companies such as Fisker Automotive, a company that wants to honor the environment and its workforce. We have also actively trained thousands of members in basic organizing skills because they are the best advocates for this union. But for every positive step, we have also had to face the glaring reality that the enemies of labor had grown bolder, more organized and ever more sophisticated in their tactics.

Not that long ago, the common advice to companies to remain “union free” was to treat their employees well. But that is no longer the approach businesses take. Instead, they have learned that they can be effective in keeping workers divided and without workplace democracy if they just destroy any hope for an alternative. In fact, 2010 sees the full fruition of this corporate messaging.

The new auto industry has purposefully located in low-wage, nonunion states. There, these companies find a host of allies from local business leaders up to sometimes even governors who work with the companies to remain “union free.” They do this by overtly and covertly screening out union supporters for employment, pooling resources to present a “community” message against unions, using the public school system to indoctrinate future workers against unions and systematically reminding workers that they are on the “winning” team.

In 2008 UAW members were blamed in Senate hearings for General Motors’ and Chrysler’s bankruptcies. Scant focus was put on market share as one pundit after another distorted UAW contracts to argue that “inflexible” work rules and overpaid production workers brought these two corporations to the brink.

The campaign to pass the Employee Free Choice Act (EFCA) served as a rallying cry for the business community. The chamber and their ilk raised hundreds of millions of dol-

lars by hysterically claiming that giving workers the right to freely choose to form a union was a “firestorm bordering on Armageddon.” They pre-emptively spread their fear mongering in communities where they thought campaigns might arise.

For the nonunion worker the picture has been painted that the labor movement – and the UAW in particular – is not a viable solution to their workplace problems. Companies even have gone so far as to tell workers they should be grateful that there is no recognition of seniority or that management can make decisions without consulting workers because these are the things that make their company viable and “successful.”

Despite the gains they have made in spreading fear, there is still great hope. At the end of the day, their single-minded attack of organized labor does not address that there are serious problems facing workers. Seniority isn’t respected. Management does make arbitrary rules. Job security doesn’t exist. Injured workers aren’t accommodated. Retirees are all but forgotten. By living these truths, workers are compelled to look for answers and begin to question the motives of their employer who always told them “this is as good as it gets.” And the urgency to have this conversation is at hand. The bankruptcies of 2009 coupled with the growing number of nonunion auto assembly and powertrain workers (74,764 nonunion compared to 98,282 unionized) has made clear that nonunion companies are now going to be setting the standard for all workers in the industry. And their goal is clear: to lower wages and benefits and job security to the standard of their area which, coincidentally, often happens to be areas of low wages and poverty. Is this the tipping point for Toyota, Nissan, Mercedes, BMW, Honda, Kia and Hyundai workers?

For our part, we must accept that there is a long road to travel. The American South has emerged as a center for nonunion plants. To successfully build unions in the South, we must be in the South. Not just show up for campaigns but become part of the communities. We must learn from our allies who have long fought for social justice in the South and show how our issues are directly linked to theirs. Recruiting trained, skilled and passionate organizers is also essential.

We must develop local and regional as well as national strategies. We must study companies and expose their behavior; we must expose the connections and true agendas of their corporate and government partners. We must educate both ourselves and the nonunion autoworker on the long-term consequences of losing union density in the automotive industry. We must work internationally to build understanding and relationships with other unions. We must also develop strategies in other core industries such as aerospace and agricultural implement. We must explore innovative legal strategies that put anti-union groups on the defensive. We must venture into untested waters where we examine the government procurement and grant giving system and demand accountability from vendors and corporate recipients. And we must support comprehensive labor law reform, whether EFCA or its successor, which would truly give workers the freedom to choose, grant arbitration for first contracts and impose meaningful penalties to those who violate rights.

Forming a union is about being confident that you deserve a seat at the table, that you are going to make wise decisions about your and the company's collective future. The anti-union message is that workers don't have the ability to sit at the table, that they will make foolish decisions that will hurt the company.

If we accept how they define us, we lose. If we remember who we are, we will prevail.

Public Relations and Publications Department

Christine Moroski, interim director

The UAW's Public Relations and Publications staff continues to utilize new approaches and technologies for communicating the union's message and positions on issues that affect UAW members and their families, potential members, policy-makers, the media and the public. As part of this effort the department redesigned its Web site, uaw.org, and launched a Facebook page. We also began using Twitter to instantly communicate with members during major events, including at

this Constitutional Convention.

Communications support for collective bargaining

One of the department's core functions is providing communications support to the UAW's collective bargaining teams. In 2007 the department worked with the Chrysler, Ford, GM, Research and Social Security departments to develop a detailed Media Fact Book for UAW auto negotiations; coordinated opening day news conferences at Chrysler, Ford and GM; responded to numerous national and international media requests throughout the negotiations and the strikes at GM and Chrysler, and produced the Chrysler, Ford and GM contract summary booklets.

In 2009 the department also produced summaries of modifications to the 2007 UAW-Chrysler, UAW-Ford and UAW-GM 2007 agreements and addenda to the three Voluntary Employee Beneficiary Association (VEBA) Agreements. In addition, department staff coordinated press conferences regarding the modified agreements.

The department arranged interviews for President Gettelinger with major news organizations to present the union's position on the auto crisis; the federal bridge loans and structured bankruptcy proceedings for Chrysler and General Motors; and to spotlight the substantial concessions made by UAW members at Chrysler, Ford and GM – a critical part of the companies' recovery and long-term health. These interviews included ABC's "This Week with George Stephanopoulos," CNN's "Situation Room" with Wolf Blitzer, CNN's "Larry King Live"; MSNBC's "Rachel Maddow Show" and "Ed Schultz Show"; NBC's "Today Show" with Matt Lauer; CNBC; CBS' "Early Show"; "The CBS Evening News with Katie Couric"; PBS's "NewsHour with Jim Lehrer"; Fox Business' "Opening Bell"; NPR's Morning Edition and All Things Considered, ABC Radio affiliates, New York Times, Wall Street Journal, Bloomberg, Associated Press, Reuters, Business Week and the Washington Post, as well as local TV, radio and newspapers.

Over the last four years, department staff also provided communications support for collective bargaining efforts in every sector of our union, including protracted negotiations

with NUMMI, Mack Trucks Inc., strikes and lockouts at American Axle and Peterbilt Trucks, and numerous first-contract negotiations for newly-organized UAW local unions in the automotive parts supplier, heavy truck and TOP sectors.

Organizing and first-contract campaigns

The department works closely with the National Organizing and TOP Organizing departments in developing strategic communications plans and producing brochures, leaflets, videos, Web sites and advertising for organizing campaigns. In addition, we're continually working with reporters from local as well as national media organizations to inform them of the UAW's organizing successes and educate them about inequities in U.S. labor law, the billion-dollar union-busting consulting industry, and other obstacles facing workers who try to exercise their right to form unions and bargain collectively.

Working with TOP Organizing and UAW Region 9, the department developed videos, newspaper advertisements, fliers, press materials, and planning of rallies in support of dealers and other workers at Atlantic City casinos. Dealers at four casinos (Caesars, Bally's, Trump Plaza and Tropicana) voted in favor of UAW representation in 2007 but have been met with fierce opposition in their quest for first contracts. The Public Relations Department continues to assist these newly organized workers in gaining justice on the job through various public relations initiatives.

Communications support was also provided for a joint UAW-AFCSME organizing drive of 40,000 in-home child care providers in Michigan; organizing workers at 11 Dana facilities and Kentucky public employees, to name a few.

Politics and public policy

Since the last convention, the department has worked with the President's Office, the National CAP Department and the Washington Office on a wide range of public policy issues, political campaigns and grassroots lobbying efforts. In 2008 department staff wrote, designed and produced TV, radio and print advertisements in support of Democratic presidential nominee Barack Obama. As the 2008 campaign unfolded, Solidarity magazine provided in-depth information on the

issues and the candidates to voters in UAW households. The UAW Web site, including a special V-CAP Web site and UAWire, our "e-activist" network, also played important roles in the union's voter education and mobilization efforts.

The department also created a special section on uaw.org, including President Gettelfinger's congressional testimonies, news articles and clips, a blog, editorials, an action center and videos to support the UAW's lobbying efforts in obtaining bridge loans for Chrysler and GM, and to present union members' sacrifices and story to a public that was largely hostile to federal aid for the auto industry.

Two major areas of focus in the department's messaging efforts over the past four years, and particularly in 2009 and 2010, have been in support of a national health care plan and passage of the Employee Free Choice Act. The department has developed articles for Solidarity magazine, special sections on uaw.org, op-eds and UAWires that encourage members to contact their legislators in support of these critical issues.

Solidarity magazine

The department continues to evaluate the effectiveness of its flagship publication in meeting members' communications needs in the age of electronic communications such as the Web site, UAWire, Facebook and Twitter. With the September-October 2007 issue, regional editions were reduced from a four-page insert to one page in the magazine, resulting in significant cost savings on printing, postage and distribution. Other cost-cutting measures included elimination of a full-time staff writer, more use of in-house photography, and reductions to staff travel for interviews and other news coverage.

Local Union Press Association

The UAW's Local Union Press Association (LUPA) provides training, technical support and content to UAW local union editors, photographers, Web masters and other local union communicators.

LUPA Communications Conferences, held approximately every 18 months at the Walter and May Reuther UAW Family Education Center at Black Lake, offer local union communica-

tors the opportunity to develop their skills in hands-on workshops and to share experiences and ideas with each other. The department conducted three LUPA conferences since the last Constitutional Convention, with a total of 369 UAW members participating. In 2009, at the request of President Gettelfinger, participation in the conference was expanded to include local CAP Committee members and retired workers.

In 2007 we also began offering press credential-style ID badges to LUPA members to assist them in covering community events affecting their locals and gaining access to news conferences.

LUPA members played an important role in the 2008 elections, disseminating information to UAW members through local newsletters, Web sites, fliers and other materials and by sharing photos and information vis-à-vis the LUPA Web site.

Video, audio visual and conference staging

Department staff was involved in the planning, staging and audio/visual arrangements for the Constitutional and Special Collective Bargaining conventions, as well as various other union conferences and events. The department also produced videos to support organizing and first-contract campaigns on behalf of dealers and other gaming workers at several casinos in Atlantic City, as well as Kentucky public employees.

Recreation and Leisure Time Activities Department

Linda Lash, director

The importance of play is not lost on the hard-working men and women of the UAW. Whether we are working long hours, laid off or volunteering in our communities, what we do to relax in our spare time is very important physically, mentally and socially.

The UAW family works and plays together. Our members recognize the need.

The UAW Recreation and Leisure Time Activities Department works with local unions, regions and area recreational

councils to provide diverse choices for our members and their families such as; golf and fishing tournaments, skeet and trap shoots, motorcycle poker runs, softball and basketball leagues. While most of these events are for fun, some also serve as fund-raising events for community charities.

Several regions and local unions sponsor bowling tournaments that serve as qualifying events for the International UAW Finals Bowling Championship Tournament. Since 2006 more than 2,000 members bowled in team and singles events to represent their regions at this event. At the 2009 International UAW Finals Bowling Championship Tournament, held in Allen Park, Mich. (Region 1A), we had seven women's and 34 men's teams participate.

Research and Social Security Department

Linda Ewing, director

The Research and Social Security departments were combined in 2008 and now operate as one department. Together, the Research and Social Security Department provided our union with specialized expertise in support of collective bargaining, organizing, political advocacy and membership education. The Research half of the department focuses on economic and financial analysis, while the Social Security side focuses on health care and pensions. The work of both sections is linked by a common belief that solid analysis can strengthen and empower our members to win justice in the workplace and the broader political sphere.

Collective bargaining

The severe recession that began at the end of 2007 has increased the demand for assistance from our combined department. When employers plead poverty, the Certified Public Accountants on our staff have the technical expertise required to arrive at an independent assessment of the employer's condition, evaluate the employer's response and develop alternatives. Between our collection of UAW collective bargaining agreements (most of which are now held

in electronic form), our relationship with other unions and our access to government data, we can also help bargainers respond to employers' demands for "competitive" wages and benefits. Our health care experts evaluate plans and offer options to improve benefits, cut costs, or both. Our pension experts draw on their actuarial training and knowledge of ERISA to interpret proposed pension language and suggest improvements. When negotiations turn to economics, we routinely provide costing assistance to help bargainers weigh alternative proposals.

Organizing

Developing a deep understanding of employers – their position within their industry, their strategic priorities – can help identify points of leverage that workers can use to build power to win justice. This type of strategic research is a growing focus of our department. We have worked with both National Organizing and TOP Organizing, as well as regions and bargaining departments waging contract campaigns, to provide research and analysis to support their efforts on the ground.

Political advocacy

Our department has long supported our union's fight to enact comprehensive national health care; we worked closely with our union's Washington office during the push for health care reform. We also work closely with regional CAP staff on state-level proposals affecting our members in the public sector.

In the pension arena, fixing some of the onerous provisions of the Pension Protection Act – which took effect just as the stock market nose-dived, leading to reduced funded levels for many defined benefit plans – has been a high priority. More broadly, we continue to provide advice and support for efforts to enhance retirement security for all workers.

More generally, Research and Social Security staff work with our union's political and legislative staff on a wide range of economic and industry issues, including CAFE, technology policy, tax and budget policy and the negative impact of right to work laws.

Membership education

Research and Social Security staff make presentations and conduct training sessions on health care, Social Security and pensions, contract costing, the crisis in manufacturing and the state of the economy.

In addition, as the number of Voluntary Employee Beneficiary Associations (VEBAs) covering UAW members increases, more UAW representatives are being called to serve as VEBA trustees. For most, this is a new and unfamiliar role. We have convened a working group of UAW representatives on smaller VEBAs as a vehicle for trustee education.

Library

The Research and Social Security department houses the union's library, which provides information services to the entire union, with a focus on UAW and labor history, the United States and global economy, and UAW industries and employers. Health care and pension materials, previously held separately, are being integrated into the broader collection. Materials not held in-house can often be accessed via outside libraries. We continue to expand our electronic subscriptions and other holdings, a step that improves timeliness and accessibility, while also holding down costs.

Boards and commissions

Staff from the Research and Social Security Department represent the UAW on a number of outside boards and commissions that help shape policy on health care, pensions and the economy. That includes the pension committee of the American Academy of Actuaries, the Certificate of Need Commission for the state of Michigan, the Michigan Strategic Fund and the National Institute for Health Care Reform. Staff serve as trustees for a number of VEBAs and pension plans, including the National Integrated Group Pension Plan (NIGPP). We also work to influence policy at the board level at Blue Cross Blue Shield of Michigan and Health Alliance Plan.

Retired Workers Department

Linda Lash, director

“For all those whose cares have been our concern, the work goes on, the cause endures, the hope still lives and the dream shall never die.”

Sen. Edward M. “Ted” Kennedy

The UAW has the largest, most progressive program for retired members in American labor unions. The UAW is one of very few international unions that has a dedicated department structured to represent and provide services for their members after they retire.

Our UAW retiree membership is more than 596,000 strong and is still part of a powerful social movement. The retirees built the foundation of the UAW and paved the way for the benefits that working men and women now enjoy, but the work still continues.

Service to the community, hobbies and recreation

UAW retirees are very active and vital in serving their communities. Even though retirees are involved as social and political activists, they also find time to participate in recreational activities and hobbies. UAW retired workers chapters, in conjunction with the regions, sponsor and participate in many recreational activities such as art and craft fairs where members can display and sell their work. They sponsor golf tournaments, bingo games, picnics, fishing outings, bus trips, group vacations and many other social activities.

Our retirement programs offer many opportunities to help others. They donate time to schools, parks and other public programs. They visit nursing homes, deliver meals to shut-ins, build neighborhood support groups, work with United Way agencies and many other public service agencies. They tutor and mentor children, and at Christmas they adopt needy families and collect toys for disadvantaged children. Many are veterans and are very involved with veterans' homes and councils, the American Legion, VFW, honor guard and others that provide needed services for our veterans.

Retirees attend city, county and town hall meetings,

engage in public actions and events, assist as peer counselors to laid-off workers and lead by example. They serve on many community agency boards in many capacities.

Staying involved is not only beneficial to our communities, but also beneficial to our retirees who have a social network that enables them to make valuable contributions to society and keep in touch with like-minded people who share their beliefs. The retirees are a shining example of what volunteerism and organized labor is all about.

Structure

The first resolution addressing retired workers was introduced at the 1951 UAW Constitutional Convention. The UAW took its first step toward establishing a formal organizational structure for retirees at its 1957 convention with its adoption of Resolution 17, “UAW Program for Older and Retired Workers and Other Citizens.”

In order to create, maintain and fund these programs and the Retired Workers Department, the International Retired Workers Fund was established and supported through voluntary retiree dues. In addition, each regional director designated at least one international representative to service retiree needs, work on retiree programs and assist UAW retirees on senior issues.

Today these international representatives assigned to the UAW Retired Workers Department assist each region and drop-in center in the administration and funding of retiree programs. They are also very active in the political arena, especially on issues that affect our growing number of retirees. The international representatives also attend chapter, area council and regional meetings to educate and communicate with retired members on current issues affecting seniors. They sit on various boards and committees, as well as the UAW Retired Workers International Advisory Council.

At the 1966 convention, Article 53 was adopted by the delegates. This article (now Article 55) provided for the establishment of an organization – a structure that has remained essentially, unchanged. The article created local union retired workers chapters, area retired workers councils and regional retired workers councils within the International union. Each

of these entities enables retirees to remain active, participating members of the union.

Since then, retired UAW members have been entitled to all the privileges of membership except the right to vote in certain elections as detailed in the union's Constitution. Retirees have representation on local union executive boards, can vote for local union officers (except stewards or committee people) and can vote for delegates to the UAW Constitutional Convention. Retired members are also entitled to continue to receive Solidarity magazine.

Local union retired workers chapters

Retiree chapters are the heart and soul of the UAW retiree program. Today we have more than 600 chapters where retirees maintain their friendships and work together to build a stronger union.

Retired workers chapters hold regular meetings, run their own programs, elect their own officers, have their own bylaws, elect a retiree chairperson to sit on their local union executive board and elect delegates to their regional retired workers councils.

Retirees organize programs and provide information and education on senior issues. Retired workers chapters establish, in consultation with the local union, any committees within the chapter that are deemed necessary. They are involved within their regions and their chapters by participating in their Community Action Programs (CAP), Civil Rights, Community Services, Consumer Affairs, Conservation, Recreation, Education, Veterans, Organizing and Membership and any others they feel would benefit the chapter and the region.

Area retired workers councils

The UAW has more than 100 regional area councils established by regional directors. In addition, when there are insufficient numbers of local retirees to organize chapters, we have 50 international area councils and satellites that are organized to service the needs of UAW retirees who have moved away from their home local union to other states and areas in which our retirees have settled in considerable num-

bers such as the Sunbelt and other retirement communities.

Satellite centers are extensions of area councils. They serve the same purpose, but due to geographic locations, serve a particular area that is more convenient to a substantial number of retirees living in that area. These international area councils and satellites also provide drop-in centers to assist members with benefit questions and assistance on senior issues.

Regional retired workers councils

Regional retired workers councils provide an opportunity to retiree delegates from different locals to come together as a region to learn about changing situations and issues that affect everyone.

There are 11 regional retiree councils, one in each geographic region of the UAW. The regional councils are comprised of delegates from all of the chapters and area councils in each region.

International Retired Workers Advisory Council

The 28-member International Retired Workers Advisory Council helps guide the work of the UAW Retired Workers Department. The UAW International Executive Board consults with representatives of the International Retired Workers Advisory Council concerning retired workers programs, policies and other matters that affect the welfare of our retired members.

Each regional council elects a member to the Advisory Council. In addition, there are four elected regional area members and 11 appointed members-at-large.

Elected members of the Advisory Council are automatic delegates with voice and vote at the UAW Constitutional Convention. These members currently serve on our Advisory Council:

Region 1	Bill English
Region 1A	Elmer Duff
Region 1C	Stan Marshall
Region 1D	John Howard

Region 2B	William Bowers
Region 3	Larry Scott
Region 4	Jerry Zepplin
Region 5	Clem Wittman
Region 8	James Stewart
Region 9	(Open seat)
Region 9A	James Griffin

Continuing the work

In the UAW retirees understand the importance of political action. They know the link between the breadbox and the ballot box. After all, the very social programs they enjoy, such as Social Security and Medicare, can be dramatically affected by government legislation.

The UAW has always fought for social and economic justice. As part of a social movement, retirees are provided an avenue to continue as activists in their community and country. They visit political leaders in Washington, our state capitols and city councils. They are involved in everything from local issues such as fighting utility rate increases to important national issues such as health care reform and protecting Social Security, Medicare and Medicaid. They are lobbying for a strong manufacturing policy for America. We are, and will continue to fight important battles to protect our seniors and these much-needed programs.

Retired workers and seniors comprise one of the most active political groups in the country. They were instrumental in electing President Barack Obama, and some even served as senior advisors for Obama. They phone banked, worked the polls, wrote letters, helped organize rallies and ran for political offices themselves. They conducted voter registration drives and helped get out the vote to assist the membership and public in electing pro-labor and pro-senior legislators.

The last several years have been devastating to our economy and our union membership. The Retired Workers Department has provided legal support to defend retiree benefits from being eliminated by former employers and is

representing seniors on the legislative front. The department depends upon the financial support of retiree dues to continue fighting for our retiree membership.

UAW retirees laid the foundation for us and have always rallied to keep our union strong. They also understand the need to continue the fight to keep organized labor strong as a voice for all working and retired people.

Our retirees play a critical role in our union. Our union and retirees have faced many changes in the past few years, but we have faced tougher times and have always come through. Through our strength and solidarity, we will continue the work, fight for the cause, keep our hope alive and our dreams will never die.

Skilled Trades Department

Vice President Cal Rapson, director

The department's formation at the UAW's Seventh Constitutional Convention in Chicago in August 1942 symbolized the fact that the needs and problems of UAW tradespersons had to be addressed in a more direct fashion.

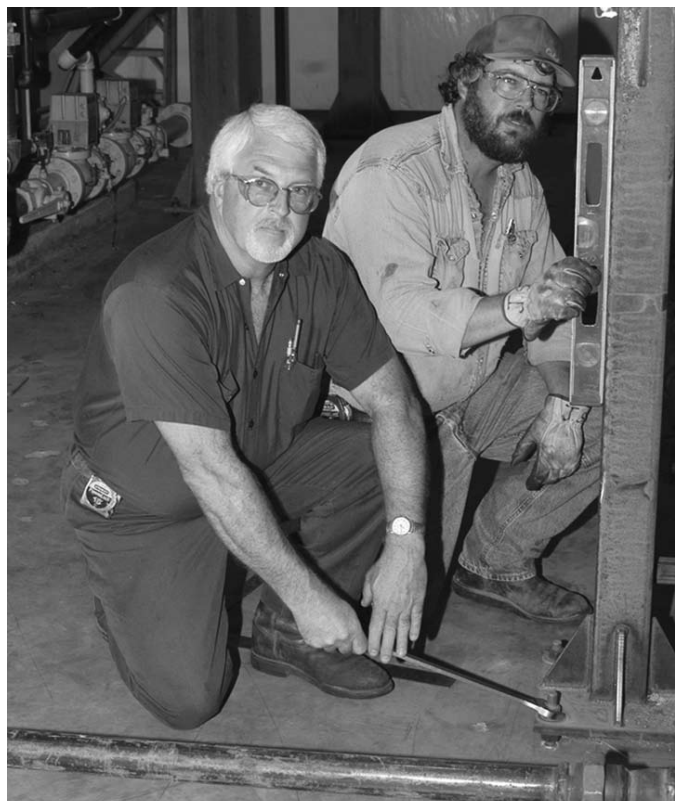
Since that time, the Skilled Trades Department has strived to address the special needs and problems of our skilled trades' membership within the context of our union's overall goals and challenges.

The department's basic function is to provide assistance and advice on skilled trades matters to UAW local unions, regions and national departments. Such requests are channeled through regional directors and department heads.

The department, while responding to the needs and problems of UAW skilled tradespersons, has developed activities that fall into several distinct categories as outlined below:

Collective bargaining

In collective bargaining the combined solidarity of our skilled trades and production workers has proven to be a vital factor in our ability to establish pattern bargaining in the auto industry as well as establishing models for the other sectors of the UAW.



Our department, when requested by major departments or regional directors, assists in negotiating skilled trades agreements, including apprenticeship agreements and contract language regarding subcontracting, new technology training, overtime, tool allowances, etc. Since the last convention, the Skilled Trades Department has participated in national negotiations with General Motors, Ford, Delphi, Visteon, Chrysler, Navistar, John Deere and a number of firms in our aerospace and agricultural implement sectors, where gains were made in many skilled trades areas.

The department has also participated in more than 54 sets of negotiations with various locals, with the majority of those involving Competitive Shop/Independents, Parts and Suppliers (IPS) locations, including American Axle and Manufacturing Inc., Mitsubishi, Dana Corp., Johnson Controls Inc., numerous Lear locations, Metaldyne, and others.

Apprenticeships

Since the 2006 convention the Skilled Trades Department has negotiated either new or modified apprenticeship programs with more than 100 companies. This would include companies such as Plastech, Means Stamping, Federal Mogul, PPC Industries, Oberlin College, Honeywell International and Trane Corp.

The vast majority of these apprenticeship programs have been implemented in the IPS/Competitive Shop sector. The department continues to work on additional programs with different local unions throughout the country in all 11 regions.

Plant entries

The department, upon request from regional directors, assists in performing plant entries in order to determine the qualifications for various skilled trades classifications and whether those classifications will be approved for Journeyman Card status. An overwhelming majority of the plant entries conducted have been approved for Journeyman Card issuance.

Since the last UAW Constitutional Convention, the department has visited more than 100 locations for such determinations. Although site visits to manufacturing facilities have decreased marginally due to an overall decline in U.S. manufacturing nationwide as a whole, the urgency to assist newly organized UAW locals with setting up skilled trades classification structures remains as vital as ever.

Journeyman cards

The issuance of journeyman cards continues to be the exclusive responsibility of the Skilled Trades Department. All applications are first sent to their respective Regional Card Committee for their review and recommendations. The Skilled Trades Department staff thoroughly evaluates each application making final determinations as to whether journeyman card approval will be given.

The staff has processed more than 6,174 applications, while approving 5,099. Staff has rejected 141 applications that had been approved at the regional level, with 191 classification

changes, 738 duplicates and 5 name changes. The department has issued well over 300,000 journeyman cards.

The appeals committee of the Skilled Trades Department also has the responsibility of reviewing appeal cases regarding the rejection of member's initial application for a journeyman card.

Conferences

The department sponsors, organizes and conducts International Skilled Trades Conferences on collective bargaining, new technology, health and safety and other appropriate themes.

The department sponsored its last Skilled Trades Conference on Collective Bargaining Feb. 6-8, 2007, in Detroit, where 373 delegates debated and approved 20 resolutions. The conference featured many key speakers, including UAW President Ron Gettelfinger, Vice President Cal Rapson, members from the International Executive Board and Professor Harley Shaiken from the University of California, Berkley.

The delegates also were given presentations from UAW Ford, Chrysler and GM departments, as well as all of the departments that are under the president's jurisdiction.

The conference also featured reports from all major UAW departments including, Social Security and Civil and Human Rights, as well as Joint Programs, Health and Safety training representatives from the GM, Ford and Chrysler departments. The conference attracted many exhibitors, public and private sector members, as well as the media that showcased products our UAW members manufacture.

Pre-Apprenticeship Training Program

Technological advancements in the workplace make it imperative that today's workforce possesses up-to-date technical knowledge and skills for skilled trades occupations.

The UAW supports the full development of the skills potential of our members through apprenticeships and stands ready and willing to render all possible assistance to achieve this worthwhile goal.

We believe that pre-apprenticeship training provides the

mechanism to prepare our members for a future in skilled trades.

The success of this program is well documented as the stepping stone between today's jobs and tomorrow's advancement into skilled trades occupations. As such, this program is available to all UAW locals that have a recognized Apprenticeship Program in place.

The purpose of the UAW Pre-Apprenticeship Training Program is to help our members develop the skills necessary to move into skilled occupations.

This program is part of a deliberate affirmative action initiative designed to assist females, minorities and educationally disadvantaged members in the awareness of the job advancement opportunities available through skilled trades' apprenticeships.

The department, upon request, provides Pre-Apprenticeship Training to local unions.

Since the inception of our Pre-Apprenticeship Training Program, our department has graduated well over 19,000 UAW members, half of whom were women and minorities, and many who entered and successfully completed their apprenticeships.

International Skilled Trades Advisory Committee

The International Skilled Trades Advisory Committee (ISTAC) continues to meet biannually. Through its efforts ISTAC has aided in the creation of the following new skilled trades classifications: Waste Water Treatment Technician, Industrial Equipment Repair Journeyman Card (for miscellaneous IPS and independent locations) and Auto Body Developer – Clay. In addition, ISTAC is currently working with the International Technical Office and Professional Advisory Council (ITOPAC) reviewing a number of nontraditional health care classifications for possible journeyman card recognition.

The 23-member committee, which was established in 1959, advises the International Executive Board and the Skilled Trades Department on policy matters affecting UAW journeymen and apprentices. The members are journeyman tradespeople elected from various regional councils, subcouncils,

GM, Ford, Chrysler, John Deere, Aerospace, etc. within the union.

ISTAC, acting upon request, recommends trades and classifications to the IEB for skilled trades recognition. This occurs only after a thorough and detailed investigation, including in-plant visits by our Skilled Trades International staff.

The committee also serves as the guardian of the UAW journeyman and apprenticeship standards. From time to time, it recommends changes in such standards, including the apprenticing of new trades classifications to meet changing technology.

ISTAC also helps formulate skilled trades bargaining goals, and most ISTAC members serve on national and local negotiating teams.

ISTAC also provides the UAW Skilled Trades Department assistance with the international conferences on collective bargaining and health, safety and technology.

Lines of Demarcation

Upon requests from regional directors and national department heads, we assist locals in the making of and settling of internal disputes related to Lines of Demarcation decisions.



Organizing

The Skilled Trades Department continues, upon request, to assist with organizing drives for skilled trades workers.

Child Development Specialist Apprenticeship Program

The Skilled Trades Department, in cooperation with the union's Women's Department, developed a groundbreaking Child Care Development Specialist Apprenticeship Program. The UAW Chrysler Child Care Development Program honored its first graduate in June 2002. Program graduates are further recognized by receiving a Special Child Care Development Specialist Card.

The program was first recommended by ISTAC for adoption and was subsequently approved by the UAW International Executive Board.

State licensing

The Skilled Trades Department staff has continued to work on issues regarding the licensing of all skilled trades members to ensure the ability to perform the work in our plants. The department has worked with the union's National Community Action Program (CAP) Department and the Michigan CAP Department and their respective staffs regarding State Licensing Rules and Regulations to ensure that our members meet the standard of all licensing regulatory agencies. The department will continue to work with the National and Michigan CAP Departments so that our members have proper credentials to perform skilled work.

Miscellaneous meetings

The Skilled Trades Department continues to alert the national departments and local unions regarding combining the apprenticeable trades and the problems associated with the combining of trades. We continue to advocate the International Executive Board Policy of preserving the Basic Trades.

We actively participate with the U.S. Department of Labor; Office of Apprenticeship and the National Association of State

and Territorial Apprenticeship Directors (N.A.S.T.A.D.). Close contact with these two apprenticeship regulatory agencies allows our department to interact with state directors if we have any problems with any of our registered apprenticeship programs.

We continue to attend GM, Ford, Chrysler, agriculture implement, Bus, Engine & Truck, American Axle, Guide Corp., Lear Corp., IPS and regional council meetings, Health and Safety and apprenticeship meetings, in order to stay abreast of all of the skilled trades' issues across all the sectors of our union. The department also participated in the following conferences: Eastern Seaboard Apprenticeship, Southern States Apprenticeship, Illinois State Apprenticeship, and Indiana State, as well as provided leadership to the Michigan Apprenticeship Steering Committee and Michigan Educators and Training Association. These groups are well attended by many UAW and other trade union delegates.

In addition, we continue to work with various school board faculty and career staff on needed adjustments to curriculum based on the UAW's Pre-Apprenticeship Program. Discussions also include possible articulation agreements (school-to-work) with area manufacturers and prototype shops.

The department has participated in career days at numerous community colleges throughout the country.

The department continues to work with the Legal Department on EEOC and other lawsuits filed against the UAW from so-called right-to-work states pertaining to skilled trades issues.

Solidarity magazine

The department continues to work with the Public Relations and Publications Department in providing articles related to skilled trades issues for Solidarity magazine. Issues that have been covered have been on advancing technology, collective bargaining and other areas of interest to the UAW skilled trades community.

Apprenticeship booklet

The Skilled Trades Department has finished a UAW

apprenticeship booklet to include many of our approved apprenticeship programs that we have on file with the U.S. Department of Labor and/or the state agencies that are responsible for registering our programs.

These books continue to be available to all locals in assisting them with career days or their initial conversations with employers on the need for apprenticeship programs.

Additional activities

In addition, the Skilled Trades Department staff works closely with other UAW departments, regions and local unions, and with outside groups and organizations on a wide range of activities.

Within the UAW, the department also works with:

- The Education and Health and Safety departments in addressing the skilled trades fatality and injury-preventing issues, especially in preparing for the international health, safety and technology conferences.
- The Office of Apprenticeship and State Apprenticeship Councils.
- Automotive Manufacturing Technical Education Collaborative (AMTEC)
- State Departments of Education, Labor, Vocational and Advisory Councils.
- Civil Rights organizations and conferences, which the department attends on a regular basis.
- Organizations and agencies that are involved with new technology.
- School-to-Career Councils.
- Michigan Governor's Workforce Commission, which deals with employment, training, education and similar issues.
- The Michigan Education Apprenticeship Training (M.E.A.T.A.).
- Michigan Apprenticeship Steering Committee Inc. (M.A.S.C.I.)

The Skilled Trades Department will continue to foster and improve our communications with the skilled trades sector of our union, and will be in the forefront of technological changes and other pertinent issues that affect all our members.

Technical, Office and Professional (TOP) Organizing Department

Secretary-Treasurer Elizabeth Bunn, director

The Technical, Office and Professional (TOP) Organizing Department has made great strides in organizing at a time when union members, and even the right to collective bargaining, have been under attack. Since 1998, when UAW Secretary-Treasurer Elizabeth Bunn was appointed to direct the department, nearly 90,000 new TOP workers have been organized into our union. We have lived up to our union's longstanding and well-deserved reputation for taking on tough fights and winning. Since the last convention, more than 33,000 new TOP workers were organized through 34 elections and card checks.



Given the finite resources that our union possesses and the vast number of unorganized workers who want and need

our assistance, the TOP Organizing Department has placed a special emphasis on taking on campaigns where we can help the greatest number of workers. In the last four years, we have won several large organizing victories in child care, higher education and gaming. While these three industries are each distinct from one another, in each sector there are tens of thousands of unorganized workers who want desperately to have a say over their wages, benefits and working conditions. Without the help of our union, none of the 33,000 new UAW TOP members would have achieved the goal of forming their union and securing that voice.

In November 2006 as part of a joint organizing campaign with the American Federation of State, County, and Municipal Employees (AFSCME), we organized 20,000 home-based child care providers in the state of Michigan. These child care workers take care of the children of the working poor. They are paid through state and federal programs designed to help low-wage workers stay off public assistance. Despite the importance of their task, the home-based child care providers had not had a raise in more than 10 years when the organizing campaign began.

In recent years higher education has been the fastest-growing sector of TOP membership. Since the last convention another group of university workers has begun joining the UAW. Through a card-check campaign in California, more than 6,000 post-doctoral researchers have chosen UAW representation. And hundreds more in Massachusetts are organizing to do so. These researchers – primarily in science and engineering – work on problems that range from finding cures for AIDS and cancer to developing the next cutting-edge computer technology. They help bring in billions of dollars in research funds to their universities, but without joining together to form a union they knew that they were relatively powerless to improve their wages, benefits and working conditions.

Some of the most dramatic organizing victories for our union have been in the gaming industry. While many hospitality workers in casinos have been organized for a long time, casino dealers have not enjoyed the benefits of collective bargaining. Since the last convention more than 5,000 dealers

at casinos in Connecticut, New Jersey and Indiana have voted to join the UAW. The UAW dealers have had tough fights for first contracts, and the TOP Organizing Department has continued to help support bargaining by organizing to pressure casino management to settle fair first contracts. The challenges to reaching first contracts faced by casino dealers presents perhaps the clearest example of the need for labor law reform in the United States.

Technical, Office and Professional (TOP) Servicing Department

Vice President Jimmy Settles, director

The Technical, Office and Professional (TOP) Servicing Department operates as a national collective bargaining department for a number of bargaining units whose employees work outside of the manufacturing sector. When the department negotiates master collective bargaining agreements, the staff is involved in all phases of the administration of the agreement.

The department also oversees councils that do not have national agreements. The council structure is broken down by industry and comprises the following:

- Academic
- Arts, Entertainment and Media
- Health Care
- Health Insurance
- Private Employment
- Public Sector

The department also assists the regions in the negotiation of first contracts for newly organized bargaining units and, at the region's request, successor agreements.

Since the last convention, the department has been involved in a significant number of collective bargaining activities.

Public Sector State of Michigan/Local 6000

UAW Local 6000 represents more than 17,000 employees in two bargaining units in the state of Michigan.

In 2007 the UAW reached agreement with the state on a three-year contract. Despite significant financial problems that continue to plague the state, the contract protected the wage increases that had been promised from the previous agreement and also provided for wage increases in the second and third year of the contract. The agreement also protected the basic health insurance plan with some modifications which addressed the escalating cost of health insurance. The agreement also provides for improved health and safety language, improved language on sexual harassment and on short-term or limited-term job appointments, as well as other contractual protections.

The state of Michigan and the UAW have also engaged in joint diversity training in a number of locations around the state in an effort to address a multitude of issues regarding the treatment of our members. Funding for this training comes from the Joint Training Fund developed by the parties in the contract.

The collective bargaining agreement expires Dec. 31, 2010.

State of Indiana/Local 9212

UAW Local 9212 continues to represent state employees in Indiana, despite the actions of Republican Gov. Mitch Daniels, who rescinded their collective bargaining rights in 2005.

The local union, along with UAW Region 3, represent state employees in four bargaining units. They continue to assist their members, as well as support the long-range goal of retaking the governor's seat in order to restore collective bargaining.

State of Kentucky/Local 5400

UAW Local 5400 suffered the same fate as their brothers and sisters in Indiana when a newly elected governor rescinded their collective bargaining rights. However, in

2008 the Democrats retook the governor's office. Gov. Steve Beshear quickly restored the Executive Order in 2008. In 2009 Beshear restored the previous agreement reached between the unions and the Commonwealth of Kentucky. At this time, the union is preparing for negotiations on unit specific issues for the Clerical, Administrative Support and Paraprofessional Unit.

Private Sector Blue Cross Blue Shield of Michigan

At Blue Cross Blue Shield of Michigan the UAW negotiated a successor agreement for more than 3,000 members working in Regions 1 (Local 1781 and 2500), 1C (Local 2256) and 1D (Local 2145). This agreement provided for wage increases in each year of the agreement, in addition to a \$2,500 ratification bonus. The three-year agreement improved health care benefits and retirement, and restored retiree health insurance for hundreds of employees who had lost such future benefits in the previous agreement. The agreement also provided for substantial improvements in job security including the potential of adding many new jobs. The agreement expires Aug. 31, 2012.

Blue Care Network

A successor agreement was reached between Blue Care Network of Michigan and UAW Locals 1781 (Region 1), 38 (Region 1A), 1488 (Region 1C) and 2145 (Region 1D) in 2008. This three-year agreement reached in 2009 provided for annual wage increases totaling over 19 percent, a \$2,500 ratification bonus and increased pension benefits while maintaining the current health insurance benefits. In addition, health care for future retirees was restored. The contract expires Dec. 31, 2011.

SVS Vision

Employees working at SVS Optical Centers provide vision care for thousands of UAW members, primarily through the UAW Ford National Agreement.

A new, three-year agreement was negotiated in 2009 which maintained the current protections while on sick leave and wage increases each year of the agreement.

This agreement covers members in Region 1C (Local 1811), Region 2B (Locals 12, 70, 647, 913, 975), Region 3 (Local 1963), Region 4 (Local 125), Region 5 (Local 710), Region 8 (Local 472) and Region 9 (Local 55). The contract expires Oct. 31, 2012.

Detroit Casinos/Local 7777

The three Detroit casinos – MGM Grand, MotorCity Casino and Greektown Casino – reached four-year agreements with the Detroit Casino Council (DCC). The DCC comprises four unions: UAW, UNITEHere, International Brotherhood of Teamsters, and Operating Engineers (at Greektown, the Carpenters). The agreements provide for general wage increases each year of the agreement, a \$1,000 ratification bonus, additional paid time off, improved 401(k) and the preservation of health care benefits, as well as numerous other improvements.

The agreements for all three casinos expire Oct. 16, 2011.

Shortly after negotiating the contract at Greektown, the company filed for bankruptcy protection. The parties negotiated a suspension of one wage increase for a year. The wage increase, as well as the next scheduled increase, was restored the following year. As a result, even though the company had not emerged from bankruptcy, the wages and benefits for the members have been protected.

First agreements

Utica Community Schools Clerical/Local 400

The department negotiated a contract for the clerical staff at Michigan's second largest school district. The unit includes secretaries, bookkeepers, media technicians and clerks. The first agreement provided for significant wage increases and health insurance that was 100 percent employer paid. Improvements were added, as well as additional protections to members' rights in the workplace. The agreement expires June 30, 2010.

Utica Community Schools Skilled Trades/Local 400

The skilled trades workers at Utica Community Schools joined the UAW after observing the advances made by their sister unit once they had joined the UAW. Advances were made in overtime equalization, disciplinary rights and reimbursement rate for work-related safety shoes. Wages were increased and cash incentive programs are in place for having a journeymen's card and for additional licenses' possessed. A flexible work schedule was also implemented. Requirements for advance notice to use vacation time were lessened and, in some cases, eliminated. A \$500 signing bonus was also negotiated. Of the eight bargaining units in Utica Community Schools, the two UAW units and the teachers are the only one paying no premium for their health insurance. The agreement expires June 30, 2010.

Lutheran Homes of Frankenmuth/Local 1135

The department assisted the region in negotiating a first agreement for the two units (Service Workers and Professional) at Lutheran Homes of Frankenmuth, a facility offering full care for their elderly residents. The UAW represents all full- and part-time certified nursing assistants, activities, meal and laundry aides and assistants, dining services and housekeeping, custodians, maintenance, drivers, registered nurses, licensed practical nurses, and social workers.

Many areas were improved, including rights to promotions, overtime, seniority, health and safety, limits on temporary workers, increases in paid time off, bereavement leave, proper payment for holidays worked, improvements in health insurance and increases in the employer's contribution. Improvements were also made in the 403(b) plan. This agreement expires March 15, 2012.

Child Care Providers Together Michigan/Local 7127

Child Care Providers Together Michigan (CCPTM) is a joint union created by the UAW and AFSCME to repre-

sent 40,000 home-based child care providers in the state of Michigan who care for children subsidized by the state. The department negotiated a collective bargaining agreement for these members, which gave them rights and a voice in the process governing the rules and regulations under which they must operate.

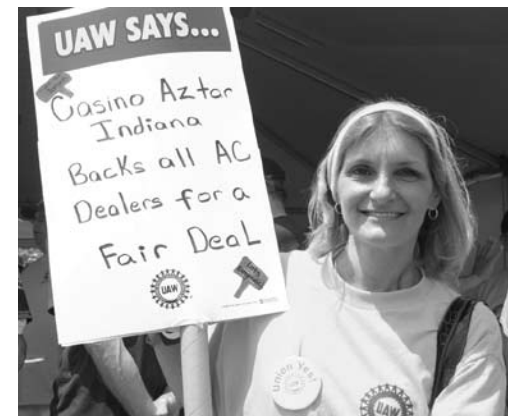
The department, with the leadership of the UAW National Community Action Program Department, has testified at many legislative hearings regarding changes in the law which would impact these members as well as at the budget hearings regarding funding for the programs they serve.

The department has successfully represented many members in hearings enabling them to receive thousands in back pay, a process which was regularly denied them in the past. This agreement expires March 31, 2010.

Casino Aztar/Local 3048

The department has been engaged in negotiations for a first agreement at the Casino Aztar in Evansville, Ind. The UAW represents 180 table games dealers at this casino. The casino is presently emerging from bankruptcy and is owned by Tropicana Entertainment. Negotiations have been ongoing since January 2009.

Employees at Casino Aztar voted to form their own union in 2007 in an NLRB election. The company appealed the election, and in the ensuing months, the parties attempted to resolve the appeal. Finally, in December 2008, the parties agreed to resolve all outstanding issues and begin bargaining.



Transnational and Joint Ventures Department

Vice President Jimmy Settles, director

The UAW Transnational and Joint Ventures Department was established by the International Executive Board in September 1989 to coordinate our union's collective bargaining relationships and activities with foreign-based vehicle manufacturers.

Since the last UAW Constitutional Convention, the department concluded negotiations with Mitsubishi Motors Manufacturing of America (MMMA), as well as working with the entire board on the difficult New United Motor Manufacturing Inc. (NUMMI) situation.

Mitsubishi

MMMA was created in 1988 as a joint venture named Diamond Star Motors, then a joint venture between Mitsubishi and Chrysler Corp. After three years MMMA Mitsubishi acquired Chrysler's 50 percent share and thus became a wholly-owned subsidiary of Mitsubishi Motors based in Japan. In November 2005 DaimlerChrysler divested itself of all remaining interests in MMMA.

Throughout the more than 20 years of existence in Bloomington/Normal, Ill., MMMA's significant and constant changes have been the norm, and yet the membership of Local 2488 has excelled in continuing to produce high-quality vehicles. The plant makes models that are marketed worldwide with significant sales in the Russian republics, as well as the Middle East and South American consumer markets.

The latest negotiations concluded in October 2008 after several months of working without an agreement. These negotiations were held during a time when Mitsubishi's market share decreased to less than 1 percent in the North American market. The loss of market share during the unprecedented worldwide automobile recession created a difficult backdrop to these talks.

The talks were concluded with an unprecedented No Involuntary Layoff provision during the entire term of the

four-year agreement. Following negotiations the workforce has been working during nonproduction days while their paychecks have been protected.

NUMMI

The NUMMI facility in Fremont, Calif., is a joint venture owned and operated by Toyota and General Motors Corp. As of year-end 2009, this plant employed 4,500 UAW members, with an additional 600 members who retired from this facility. The NUMMI plant built Corolla cars and Tacoma pickups for Toyota, and the Pontiac Vibe for GM.

As a result of GM's bankruptcy, the Pontiac brand was eliminated, and production of the Vibe was halted almost immediately. GM's Pontiac brand and subsequently its half ownership of the NUMMI facility became part of the "bad assets" that were held by the Motor Liquidation Corporation MLC, as a result of the bankruptcy proceedings.

Toyota announced that it was not going "to go it alone" and stated that it would halt production orders for the Tacoma pickup and Corolla car with the last vehicle to be produced April 1, 2010. NUMMI notified the union and WARN letters were sent to the workers advising of their layoff/termination on April 1.

Negotiations for a new labor agreement had already begun when the above events began to unfold. These efforts were immediately set aside and replaced with efforts to save this lone West Coast auto manufacturing facility. We solicited federal, state and local government support, conducted petition drives collecting tens of thousands of signatures, handbilled all of the major auto shows, and hand-billed Toyota dealerships.

Management never expressed a real interest in saving this facility, despite the fact that this plant has always been recognized for its high quality and productivity.

NUMMI management offered a plant closing agreement package that did not provide for the protection of the retirees' full health care coverage and pensions, or an adequate severance package for the active workforce.

On March 15 the UAW reached a tentative agreement on the closing of the NUMMI plant. UAW NUMMI workers ratified the plant closing agreement March 17.

Voluntary Employee Beneficiary Association (VEBA)

Auto Industry Restructuring and Retiree Medical Benefits

One of the most innovative aspects of the labor agreements reached during 2007 auto bargaining was the establishment of an independent trust fund to provide protections for medical benefits for UAW-represented retirees from General Motors, Ford and Chrysler. The trust is not a department of the UAW; it is governed independently, and its exclusive focus is on protecting the interests of its beneficiaries. A report on the VEBA is included here to provide background and information on this important development.

Background and 2007 bargaining

Prior to reaching those agreements, our retirees were exposed to two sources of risk to their medical benefits.

First, retiree medical benefits (unlike pension benefits) are not legally required to be provided on a lifetime basis. Instead, under the law, an employer is free to modify or even eliminate medical benefits for retirees unless the collective bargaining agreement creates a contractual obligation to provide those benefits on a lifetime basis. The issue of whether particular contract language creates a lifetime obligation has been fought in the courts in many situations, with mixed results. Increasingly, conservative judges have been finding ways to interpret contract language to allow employers to terminate these important benefits. The UAW has fought this issue in the courts with literally dozens of companies. While we are proud that we have prevailed in most of these cases, there have been situations where the judge found that an employer did have the right to modify or terminate the benefits. In those situations, the company becomes free to make any change it wishes to the benefits, and has often terminated the benefits completely.

Prior to the 2007 settlements, each of the auto companies took the position that the contract language gave them the

right to terminate or modify these benefits. By entering into the settlement on this issue in the 2007 agreement, we resolved that issue, and avoided the risk that the companies could prevail in court and the retirees could be left with no benefits at all.

Second, retiree medical benefits (again, unlike pension benefits) are not required to be funded. The employer is not required to set money aside to pay for these benefits. These benefits are therefore not protected from the insolvency of the company. In a bankruptcy, the retirees who depend on these benefits can receive “pennies on the dollar” just like other creditors. And particularly in a bankruptcy proceeding, judges often find that these benefits are not “lifetime” to begin with and so the retirees can recover nothing at all.

Both of these risks create a danger of retiree medical benefits being fought in the courts on an “all or nothing” basis. If a judge finds that the benefits are not “lifetime,” or if the company becomes unable to continue to provide the benefits because of insolvency, the retirees can be left with absolutely no benefits at all. Unfortunately, we have seen that happen too often to groups of UAW-represented retirees.

In 2007 bargaining the UAW entered into an agreement that addressed both these sources of risk. Under that agreement, the companies agreed to make a series of contributions to an independent trust fund (called a “Voluntary Employee Beneficiary Association” or “VEBA”). Starting on Jan. 1, 2010, the VEBA would take over responsibility



for providing the medical benefits. The company contributions to the trust fund were based on a series of projections, including investment income, rates of retirement, life expectancy, medical inflation and other factors. Based on those projections, the funding of the trust was sufficient to provide continued benefits of the retiree population, without further reduction (other than inflation-based increases in normal cost-sharing features of the program). Since the benefits would be provided solely from this independent trust fund, the governing body of that trust fund has authority to modify the benefits to make sure that the liabilities of the fund (i.e., the benefits) are aligned with the assets of the fund on a long-term basis.

The companies also agreed during bargaining to maintain the benefits in place, without further reduction, during 2008 and 2009. The VEBA was to take over responsibility on Jan. 1, 2010. During 2008 these settlements received the necessary approvals from the courts, the Securities and Exchange Commission and the Department of Labor.

The economic crisis of 2008 and 2009

Beginning in late 2008 our economy – and the auto industry in particular – entered its deepest crisis since the Great Depression. Almost overnight, demand for new automobiles fell from an annual rate of over 16 million units to an annual rate of under 10 million units. In December 2008, President Gettelfinger, along with the chief executives of GM, Ford and Chrysler appeared in Congress to describe the situation facing the industry. In view of the risk of immediate collapse of the industry, the Bush administration granted GM and Chrysler federally guaranteed loans to allow them to survive into early 2009. An important condition of that loan agreement was that the companies would work with the UAW to develop a restructured contribution formula for the VEBAs, with half of the company contributions being in the form of stock.

Within a month after taking the oath of office, President Obama appointed an Auto Task Force to review the available options. With the loans running out and no recovery in sight, the task force literally held the future of GM and

Chrysler in its hands. Without a government-supervised and government-supported restructuring of their debt, both GM and Chrysler would have collapsed entirely, throwing hundreds of thousands of American workers on the street and leaving the retirees without medical benefits of any kind.

The UAW was a full participant in the work of the task force. During difficult bargaining in spring and early summer 2009, a package emerged that the UAW could support. Under that arrangement, both GM and Chrysler filed for bankruptcy, and were able to restructure their ownership and debt to give them the greatest possible chance of long-term survival. Stockholders were completely wiped out. Bondholders and banks that had previously loaned tens of billions of dollars to the companies received “pennies on the dollar.” In order for the UAW to support the restructuring, we insisted that the package provide continued protections for key aspects of the 2007 retiree health care agreement, including many aspects of the basic funding commitments for the VEBA. Consistent with the original government loan agreements, and at the insistence of the task force, the VEBA contribution obligations at GM and Chrysler were modified to include significant contributions of company stock. The task force insisted on this modification to the funding formula in order to reduce the cash drain on the companies. At the same time, the stock contributions will allow the retirees to participate in the recovery of these companies, through increased value of the stock ownership. Of course, this stock ownership also creates risk that the VEBA funding will prove inadequate in the event that the companies do not successfully recover or the stock price does not achieve sufficient value to provide the level of funding needed.

In spring 2006 Ford set a plan in motion to borrow a considerable amount of cash at low interest rates. This financing plan came to fruition in early fall 2006 and was dubbed “mortgaging the blue oval.” This initiative was key to keeping Ford out of bankruptcy proceedings because it provided Ford with sufficient cash reserves to weather the immediate crisis. But Ford was still facing the same economic calamity as the rest of the industry. Changes were also negotiated with Ford on the VEBA contributions during 2009 to help

address Ford's long-term solvency.

If the UAW had not negotiated the 2007 resolution of the "lifetime" issue and secured a commitment for fixed funding obligations to the VEBA, the fate of retiree benefits would have been in much greater jeopardy during the economic crisis during 2009. The companies, faced with the threat of collapse, may have decided to seek permission from the bankruptcy judge or other court to terminate the benefits completely. Because of the UAW's 2007 agreement to establish and fund the VEBA, UAW-represented retirees were protected from the types of "all or nothing" risks that have too often resulted in retirees completely losing these vital benefits when the company faces economic difficulties or a bankruptcy.

While the VEBA provides a great deal of protections for retirees, and allowed retirees to avoid catastrophic elimination of their benefits during the economic crisis of 2008 and 2009, the benefit levels going forward remain subject to a number of factors, including investment return on the VEBA's assets, medical inflation, the value of the company stock and the continued ability of the companies to make the required contributions in the future.

The independent committee that governs the VEBA's operations will be communicating annually with retirees about the health of the fund, the value of the company stock and other securities, the investment returns on the assets held in the trust and other updates regarding the activities of the trust. The committee, along with the UAW, will continue to work to provide these benefits with the greatest protection possible so that we can continue to provide UAW-represented retirees with the economic security and dignity that they deserve.

Veterans Affairs Department

Vice President Cal Rapson, director

The Veterans Affairs Department's objective is supporting those who have served in our country's armed forces. The department is dedicated to responding to the political

and social needs of veterans and their families by providing leadership, guidance and education on matters of concern to veterans. When requested by the regional directors or directors of the national departments, the Veterans Affairs Department provides assistance and/or information for the regional and local veterans' council meetings. Toward this goal, we report all activities that are brought to our attention from veterans and organizations from around the UAW in order to offer help if the need arises. Veterans know the value of teamwork.



UAW National Veterans Advisory Committee (NVAC) meetings

The UAW National Veterans Advisory Committee (NVAC) met four times since the last convention. The 15-member committee advises the Veterans Affairs Department on matters concerning veterans' needs, problems and issues. In addition, the NVAC plays a key role in the planning and success of the National Veterans Conferences. The committee is a vital link between the local veterans committees and the national Veterans Affairs Department. The committee meets annually and held its meetings in Detroit and Lansing where it toured the UAW-sponsored VFW National Home for Children in

Eaton Rapids, Mich.

National veterans conferences

The department sponsors, organizes and conducts the annual UAW National Veterans Conference. All four of the conferences held between 2006 and 2009 were conducted at the Walter and May Reuther UAW Family Education Center at Black Lake. The delegates heard speakers from a wide array of organizations and attended workshops that dealt with specific issues of importance to veterans. The weeklong conference workshops cover such topics as post-traumatic stress disorder, the Veteran-to-Veteran Program, legislative action, medical and veterans' benefits, and veterans committees. The heart of the conference is the exchange of information concerning veterans' issues and discussion on how the UAW can best address these issues and help to implement positive change.

UAW Veterans Affairs Department activities

The Veterans Affairs Department assists the regions and local union standing committees in organizing and conducting events that commemorate, honor and support the needs of our nation's veterans. UAW action to meet this worthy goal includes the following:

- Work to support and establish new memorials to our veterans, as well as help to maintain existing memorials.
- Fund-raising efforts to help meet the needs of our veterans and their families.
- Work with the UAW regions and the National CAP Department to protect and enhance existing veterans' benefits through legislative action.
- Present the Colors when requested at public events, participate in stand-downs and other ceremonies that honor our veterans.
- Volunteering at VA hospitals, medical centers and homes.

U.S. Department of Veterans Affairs

A representative of the UAW Veterans Affairs Department has been granted an associate membership position by the National Veterans Affairs Voluntary Service (VAVS) to its prestigious National Advisory Committee. This position was granted as recognition of the significant accomplishments of all of our local veterans committees and their work on behalf of veterans' hospitals.

Our membership on the committee enables us to continue to receive information concerning local facilities under the National Veterans Affairs Voluntary Service (VAVS) jurisdiction. The committee makes recommendations to the Under Secretary for Health and other members of the Veterans Affairs Administration office staff on how to coordinate and promote volunteer activities within Veterans Affairs health care facilities. The department is also responsible for approving all local veterans' deputies and representatives to each VA Hospital where UAW veterans are performing volunteer services.

Women's Department

Gloria Brimm, director

The women of the UAW have a long tradition of active participation in this union.

They formed committees to support the striking workers in 1934 at Auto-Lite in Toledo, Ohio, and in Flint, Mich., during the General Motors' sit-down strike of 1936-1937. They walked the picket lines, set up strike kitchens and provided whatever help was needed.

During World War II when increasing numbers of women entered the industrial workforce, the UAW responded to their needs by creating the Women's Bureau. In 1944 the Women's Bureau merged with the Fair Practices and Anti-Discrimination Department.

In October 1955 the International Executive Board established the Women's Department to promote the involvement of women in the union, to deal with issues of concern to women,

and to provide training through workshops and conferences.

In 1962 at the UAW Constitutional Convention, delegates amended the union's Constitution to require every local union with female members to establish a Women's Committee as one of its standing committees. Today, in many local unions, both men and women belong to Women's Committees, as a means to creating greater understanding and supporting the active involvement of women. Through local union Women's Committees, members contribute to the promotion of women's issues and labor issues in general by speaking up about the issues and speaking out to everyone, then by taking charge through strategic planned campaigns, to create a community that reflects the UAW principles and values.

UAW women are active participants within our union and communities and as labor activists throughout the country. They will continue to work to help realize the promise of a more equitable, more secure, and a more just workplace and society.

UAW International Women's Conference

The Women's Department sponsors a one-week International Women's Conference at the Walter and May Reuther UAW Family Education Center. Since the last convention, about 800 UAW delegates have attended a women's conference from every region in our union. There they learn about building effective women's committees, promoting the union's goal through political action, effective communication skills, leadership development, bargaining and organizing, regarding specific concerns facing women workers.

In 2007, 2008 and 2009, the theme of the UAW Women's Conference was "Speak Up, Speak Out, Take Charge." Delegates attending these conferences were engaged in morning plenary sessions and afternoon workshops. The morning sessions offered various speakers focused on informing them on the issues important to UAW women workers and their families. The afternoon workshops were designed to empower the delegates to take action on those issues, within their local unions and communities.

During the 2007 conference, the workshops that were offered were Empowerment, Effective Women's Committee

Training and Woman-to-Woman Communications Network. An "Empowerment Zone" was constructed where delegates posted the names of women who have had an impact, inspired or mentored them, individuals who have empowered them and others in some way. All delegates left the conference with an action plan they developed for communicating information within their worksites, locals and communities, in their efforts to empower others.

In 2008 the delegates participated in a program designed to empower them with the tools needed to take action within their local unions and communities during that year's election season. The workshops delegates participated in were Effective Women's Committee Training, Woman-to-Woman Campaign and Speaking Out Through Letter Writing. All delegates left the conference with a handwritten letter they prepared on an issue and addressed them to either their legislator or local community newspaper editor. Delegates also committed to mailing their letters once they had returned home, in an effort to make their voices heard in their community. An "Issue Zone" was constructed where delegates posted the names of women they knew who were adversely affected by the issues being discussed. This brought attention to the fact that people are suffering all over the country.

In 2009 the delegates participated in a program that was designed to empower them with the necessary skills needed when taking the union's message and sharing that message in our communities. The workshops delegates were involved in were Effective Women's Committee Training, Empowering Women for Change, and Taking it to the Street. Delegates left the conference with information they prepared on an issue, and a method for sharing that information within their community.

Regional conferences and local union workshops

The Women's Department's primary goal is to educate and train women to become more effective union activists within their local unions. Throughout the year, the department provides assistance to regional and local union women's conferences. We work in cooperation with national departments, regional summer/fall schools and women's committees to

develop educational programs and leadership training sessions. With the approval of the regional director, we provide similar assistance to local unions.

National Women's Advisory Council

The National Women's Advisory Council meets annually. Each region selects one advisory council delegate, who submits a written report on the activities and issues in each region. This council provides an opportunity for open discussion of issues by delegates and female staff members on how to increase participation in local union women's committees. The National Women's Advisory Council also assists the staff during the International Women's Conference and works with the department to set goals and develop plans of action for implementation at the regional and local levels.

Local committees and regional women's councils

The women's committee is an integral part of the local union. Its responsibility is to educate and motivate women to become more active in the union. Although the women's committee is not a bargaining committee, it discusses problems of women in the workplace and makes recommendations for solutions to the local union or unit bargaining committee. The committee cooperates with other local union standing committees in achieving the goals and objectives of the union.

Each region, in turn, has a Regional Advisory Council that, under the direction of the regional director, coordinates women's initiatives. The Advisory Council works both with the national Women's Department and with local women's committees.

The Women's Department is available to work with women's committees in planning and implementing workshops, conferences and special projects at the local union president's request, through their regional director.

Family Auxiliary

The Family Auxiliaries, composed of UAW family members, take an active part in promoting the UAW legislative programs. They sponsor educational activities and work with

community groups that share the UAW's goals and objectives. The Family Auxiliary informs members of our union's history, traditions and its ongoing programs.

Woman-to-Woman Campaigns

In response to the overwhelming evidence that women, and particularly union women, are influencing the outcome of more and more elections in favor of working families, the Women's Department developed the Woman-to-Woman Campaign. Tailored after the UAW's ongoing Worker-to-Worker Program, the campaign focuses on delivering information, materials and the union's message to women in their workplace.

The goal of the campaign is to increase the number of UAW women registered to vote, to heighten awareness and excitement about the election, and to increase voter turnout among UAW women.

Working through the local union women's committees, activists are trained and armed with voter registration materials, brochures and fact sheets about the candidates and the issues.

Since the inception of the Woman-to-Woman Campaign during the 2000 presidential election, the campaign has generated more than 78,000 one-on-one contacts with UAW members. This contact successfully helped to win Michigan for UAW-endorsed candidates, including Al Gore in 2000, Jennifer Granholm in 2002 and 2006, John Kerry in 2004 and Barack Obama in 2008.

Coalition building

The UAW Women's Department works with several organizations on issues of common concern to working women. The Coalition of Labor Union Women (CLUW), which includes women and men from numerous labor organizations, works to promote the participation of women in their unions and in the workplace. The UAW has the third largest membership of any International Union affiliated with CLUW. During CLUW's 14th and 15th Biennial conventions, the UAW participation was instrumental to the success of those conventions.

The UAW also works closely with the AFL-CIO's Civil, Human and Women's Rights Department to keep women informed of legislation and other issues that impact women and working families.

Pay equity

The UAW is a founding member of the National Committee on Pay Equity. This committee is a national organization devoted to achieving pay equity for women.

The UAW is committed to the principle that all workers should be equitably compensated for the work they perform. Wage levels should not vary with the race or gender of the employees performing the jobs.

To narrow the wage gap, all workers should be paid equally, not only when they perform the identical job, but when the jobs are different but involve comparable skill, effort and responsibility. We scored a major victory in 2009, with the enactment of the Lilly Ledbetter Fair Pay Act, which restored protections against pay discrimination established under Title VII of the Civil Rights Act of 1964.

To this end, the UAW supports legislative efforts to amend the federal Equal Pay Act and Title VII of the Civil Rights Act of 1964 and comparable state statutory provisions. We also support bargaining demands which advance the principle of pay equity.

