

SOLIDARITY



The magazine for UAW members and their families

ETHICS REFORM: Lighting a Path to the Future

A UAW GIANT
Owen Bieber
1929-2020



Get Involved in CAP

This Presidential Election Year

Political Involvement Can Change the Country for the Better

It's no secret to anyone that we are in a presidential election year and all eyes increasingly are cast on Washington.

The UAW has a storied history in pushing fundamental but life-altering changes through meaningful action in local government, in Congress and at the White House. That is why I encourage all UAW members to participate in their local Community Action Program (CAP) activities, learn about issues and candidates, meet the candidates, and most of all – VOTE!

Here are a few things to clarify our process and some key health care issues we are facing:

The UAW Endorsement Process

As the presidential election is upon us, I wanted to take the time to remind us all of the power of Solidarity and our Constitutional obligations during national elections.

The UAW has a bottom-up approach on presidential endorsements.

Each region determines a process in which local CAP committees can participate and come together at the regional level. From there, the regional directors and officers of the International Executive Board meet to endorse based on the regional CAP input.

In most years, as you know, the UAW is one of the last unions to endorse. That is primarily because of our bottom-up approach through CAP.

The UAW Constitution is clear that ultimately the endorsement of the UAW will come from this process. We are a large, diverse national union and this process allows for all our voices to be heard before there is a UAW endorsement for president.

Universal Health Care

Much has been made about the position of the UAW on health care issues.

Let me be clear, the UAW position is that we will always bargain for the best health care coverage we can achieve through a ratified contract. But we also have long supported universal health care because it will reduce costs. Simply put, without universal health care, the high cost of health care impacts us all at the bargaining table.

Finally, the real issue regarding health care is that there are those who seek to dismantle the current system of coverage for millions of Americans that will further drive up costs. That's why in this election year, we must protect the Affordable Care Act (ACA). Since its inception in 2010, the ACA, commonly referred to as Obamacare, has provided quality health care for millions of Americans. As of 2018, more than 20 million Americans have gained health care coverage as a result of Obamacare. With the ACA in place, we have seen the largest decline in the uninsured rate in decades – the lowest level on record.

This is an accomplishment that we can all be very proud of. But I am sorry to say that our opponents in Congress are determined to tear down the protections of the ACA.

We need to protect what we have and preserve both the right to negotiate strong health care coverage and create a system of universal health care – it is not an either/or situation.

Lower Prescription Drug Costs

For years, the UAW has been deeply concerned about the skyrocketing cost of prescription drugs for its members and the people of our communities. Ill health threatens an individual's ability to earn a living, often catastrophically sending a once productive wage earner into bankruptcy or worse, with a single illness. Through collective bargaining, we have long struggled to provide insurance mechanisms to protect our members against uncertain futures.

Americans pay on average nearly four times more for prescription drugs than other countries – in some cases, 67 times more for the same drug. According to statistics, 1 in 4 Americans report difficulty affording their prescription drugs. With working families paying higher copays, premiums and deductibles, people often ration their medication or skip life-saving drugs all together because they cannot afford the cost of their medicine.

That is why the UAW strongly supports H.R. 3, which is essential to drive down the cost of prescription drugs and has signed on to a national campaign called "Lower Drug Prices, Now!" This bill, and others like it, are absolutely needed to help make it affordable for people to get the medicine they need to heal and stay healthy. No one

We are a large, diverse national union and this process allows for all of our voices to be heard before there is a UAW endorsement for president.

should have to skip taking life-saving medicines because the costs are out of reach.

Participate in Your Local CAP

One of many great things about our union is your ability to participate directly in CAP. And it is never more crucial than a presidential election year with the U.S. Senate hanging in the balance.

The fact is on issues such as the right to organize, the right to bargain, health care, education and who pays the burden on taxes, this is the year that will chart a very long course. It impacts our lives, our union, and, yes, our employers.

That's why your participation in CAP, and most importantly, your effort to turn out and vote is crucial to all of your brothers and sisters.

And thank you. You work hard, you raise your families and you find time to make this country a better place for all of us.

A Note on My Dear Friend and Colleague

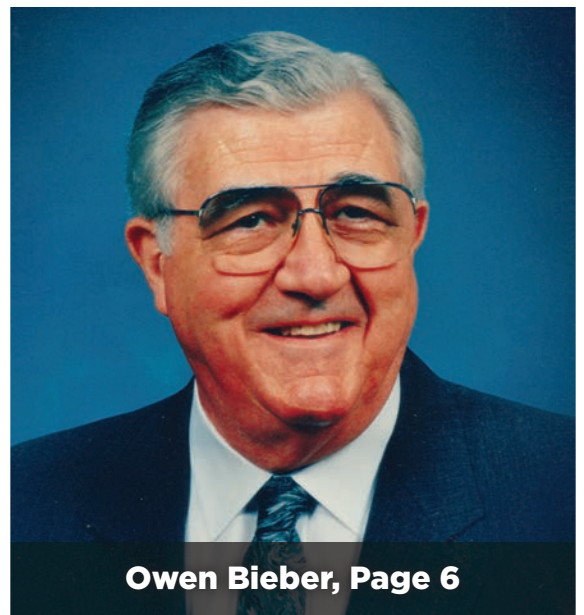
Former UAW President Owen Bieber passed away in February and I wanted to take this opportunity to highlight what an amazing leader and fighter we had in this great man. No person understood the power of our action in CAP more than Owen. He not only understood that our voices can be heard loud and strong in Washington, but that our work stretches across the globe and our voices could free Nelson Mandela and help fuel the Solidarity movement in Poland.

He understood that the power of CAP can change the course of history. And I believe that in 2020 your unified voice can also achieve Owen's vision of a world that values our working families and protects our middle class here and abroad.



A handwritten signature in black ink, appearing to read 'Rory L. Gamble'.

Rory L. Gamble
President
International Union, UAW



Owen Bieber, Page 6

inside

- 4 News Wrap-up**
New Leaders;
New Regional Map
- 8 Women's History Month**
Saluting Those Who
Made a Difference
- 10 Black History Month**
The Future Looks
to the Past
- 11 Legislative Update**
Senate Should
Pass PRO Act
- 14 COVER STORY**
Ethics Reform:
Setting a Course for Change
- 18 Building Winners**
Jeep, Chevrolet
and Ford Win Honors

PLUS

- 12 Union Sportsmen
- 13 Black Lake
- 19 Financial Report
- 27 Regional News

COVER ILLUSTRATION BY MATTHEW WILLIAMS

Gerald Kariem Named Vice President, Director of National Ford Department; Steve Dawes Elected Director of Region 1D



Left: Vice President Gerald Kariem. Right: Region 1D Director Steve Dawes.



The UAW International Executive Board in January appointed Region 1D Director Gerald Kariem as vice president and director of the UAW National Ford Department. Kariem will serve out the term left vacant when Rory Gamble was elected president last year.

“Gerald brings a wealth of leadership in contract implementation, and he will be able to pick up on the recently ratified Ford contract,” said President Gamble. “His experience in implementing the merger of Regions 1C and 1D and building teamwork through his leadership will be invaluable as we implement reforms within the UAW.”

During his almost decade as an International Executive Board member, and at the helm of one of the most diverse regions in the union, Kariem skillfully managed the merger between Regions 1C and 1D. Kariem is a strong believer in leadership development and empowerment of workers and in communities. His statewide community relationships led to him being selected to serve on Gov. Gretchen Whitmer’s transition team.

“I look forward to working with our members as well as the Ford Motor Co., which has demonstrated good corporate citizenship in the past,” said Kariem. “We will also aggressively implement the new contract. Our members will benefit from the pathways to full pay they created and the launch of new products and new technologies. This is an exciting time for UAW Ford members.”

Kariem was appointed assistant director by then-Region 1D Director Don Oetman in June 2008. He started his union/work career in 1976 at age 20 when he began working at Saginaw Steering Gear, represented by Local 699. He is currently a member of Local 362.

Kariem was appointed to the International Staff as a servicing representative in 2001 by UAW President Stephen P. Yokich, as recommended by Region 1D Director George Andros.

Following Kariem’s appointment as vice president, members of UAW Region 1D in February elected Steve Dawes as its new director. Dawes, a veteran spot welder from the General Motors Flint Assembly Plant with a long history of service to the union, was assistant director since 2010.

“Brother Dawes brings to the table vast experience in contract negotiations and a deep understanding of the region,” said President Gamble. “His work with Vice President Kariem to merge the cultures of both Region 1C and 1D helped create a strong, vibrant, combined region. He brings to the table experience, knowledge and a deep sense of history.”

Dawes played a major role in the development, construction, and upkeep of the Sit-Down Memorial located at the Flint office.

“Every time I pull into the regional office, I have a living reminder of the sacrifice, solidarity, tenacity and guts that impacts our contracts and our standard of living today,” said Dawes. “It is an honor to be elected, but it is especially an honor to be a leader of this historic region where the Flint Sit-Down Strike built the foundation of America’s middle class. It is a legacy and responsibility we will bring to every contract negotiation.”

Region 1D covers 73 Michigan counties representing Michigan’s Upper Peninsula and the central, western, and northern portions of the Lower Peninsula.

Dawes began his career in 1978 at the Flint Truck Assembly Plant and was a spot welder until he was hired as an apprentice toolmaker at AC Spark Plug in 1984. He was a dedicated member of UAW Local 651 and was elected as a skilled trades committeeperson in 1989.

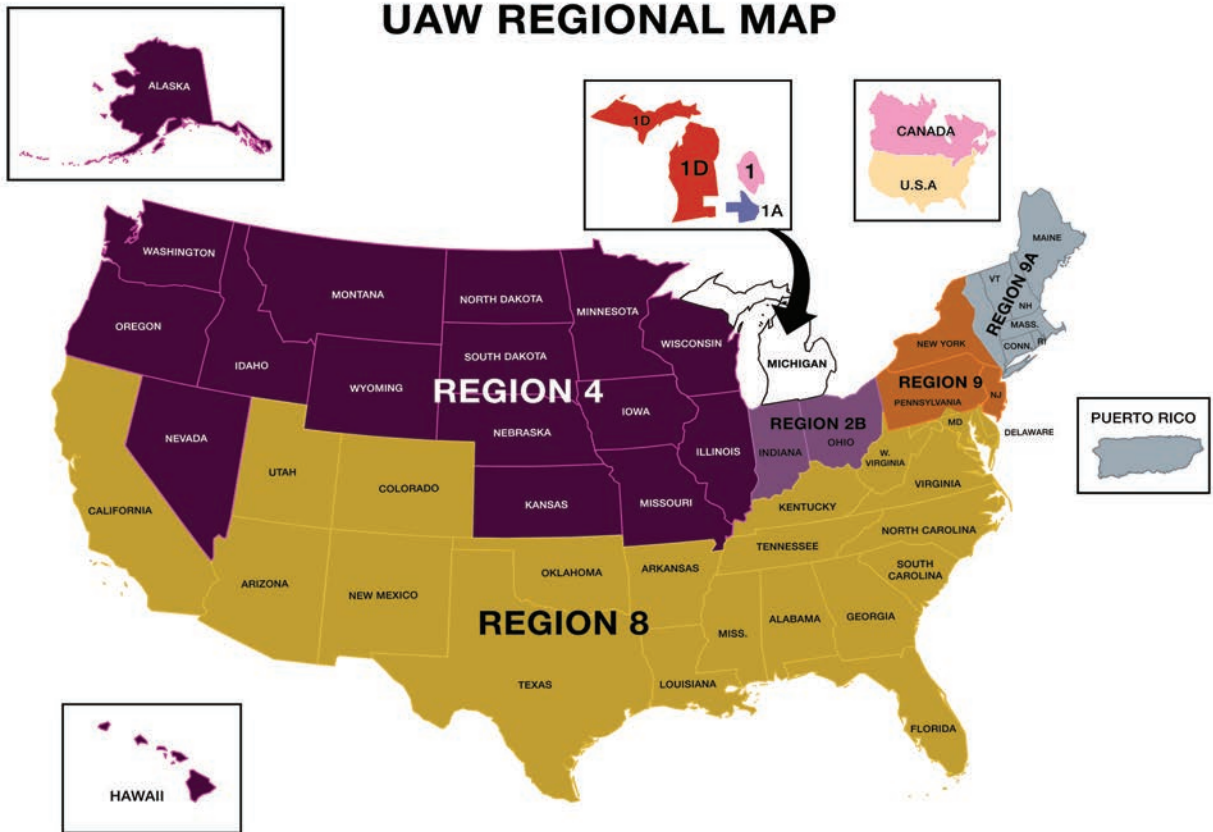
In 1999, he was elected UAW Local 651 vice president and delegate to the UAW Constitutional Convention. Shortly into his term of vice president, Dawes took over as UAW Local 651 president. He was re-elected as president in 2002.

In 2004, he was appointed to the Region 1C International staff by UAW President Ron Gettelfinger at the request of then-Region 1C Director Bob Roth. He was assigned as a servicing representative in the Flint and Lansing areas.

Region 5 Merged into Two Adjoining Regions

Earlier this year, the UAW International Executive Board, in an effort to more effectively and efficiently administer to members in the western United States, voted to consolidate Region 5 into Region 4 and Region 8.

UAW REGIONAL MAP



“We believe this move will save member dollars, while allowing us to better serve the needs of membership in the western United States,” UAW President Rory L. Gamble said. “Region 4 Director Ron McInroy and Region 8 Director Mitch Smith will oversee the transition of members into their respective regions to ensure the process is as seamless as possible.”

Regional sub-offices in the former Region 5 will ensure that the needs of members in the western United States are being met.

Region 4, which currently is home to members in Illinois, Wisconsin, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota and Wyoming, will now include members in Kansas, Missouri, Oregon, Washington, Idaho, Nevada, Alaska and Hawaii

Region 8, which currently is home to members in Maryland, Delaware, Washington, D.C., Virginia, West Virginia, Kentucky, Tennessee, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi and three counties in southcentral Pennsylvania, will now include members from

Arkansas, Texas, Louisiana, New Mexico, Arizona, Colorado, Oklahoma, Utah and California.

“Whenever there is a regional director vacancy, the UAW IEB takes the opportunity to look at our structure and consider the best interests of our members and the Union,” said UAW Secretary-Treasurer Ray Curry. “As with more recent region mergers, we have determined that this decision is prudent for the best interests of the union.”

“It is our goal to efficiently manage the transition and respect local traditions and representation needs,” said UAW Region 4 Director Ron McInroy and UAW Region 8 Director Mitchell Smith in a joint statement.



Left: Region 4 Director Ron McInroy.
Below: Region 8 Director Mitchell Smith.



A Giant for Working People, Here and Around the Globe

UAW President Owen Bieber Passes at Age 90



Owen Bieber visited South Africa twice as part of the international effort to end the country's racially discriminatory policies.

Bieber wasn't afraid to risk arrest to stop apartheid or support other causes he felt were just.



Nelson Mandela visited Detroit and met with Bieber and other UAW activists following his release from prison.

UAW President Emeritus Owen Bieber, who diversified the union by inviting new members from non-industrial sectors and was the backbone of the union's social conscience in its support of Lech Walesa in Poland and the fight against apartheid in South Africa, died on Feb. 17. He was 90.

President Bieber's contribution to the UAW, the labor movement and working people around the world cannot be overestimated, UAW President Rory L. Gamble said.

"Owen Bieber was a giant, not only in stature, but in his legacy within and outside our great union," Gamble said. "Owen fought for workers like no other and continued our union's long, storied history of being a force for change and a fighter for social justice."

Owen Frederick Bieber was born in North Dorr, Michigan, on Dec. 28, 1929. After graduating from high school in 1948, he went to work at McInerney Spring and Wire Company in nearby Grand Rapids, the same auto supply plant where his father, Albert, worked. He became a member of UAW Local 687, the local co-founded by his father and the first UAW local in the Grand Rapids city limits. His first job was bending by hand the thick border wire on car seats. At age 19, Bieber's co-workers elected him Local 687's shop steward. By 1955 he was elected to the local bargaining committee and was involved in talks on local plant issues. In 1956 he was elected local president. In 1972 Bieber was appointed director of UAW Region 1D, a position he held until 1980, when he was elected vice president. Bieber served as director of the union's General Motors (GM) Department, the union's largest department with more than 400,000 members at the time.

Bieber was elected the UAW's seventh president in 1983 during the union's 27th Constitutional Convention in Dallas. He succeeded Douglas Fraser and served four consecutive terms.

"Many of the protections and benefits UAW members at

GM enjoy today started through the leadership of Owen Bieber," said UAW Vice President Terry Dittes, the current director of the GM Department. "He leaves us with an enviable legacy of standing up for workers at GM and elsewhere."

Bieber's accomplishments on behalf of working people span from Michigan and across the United States to Poland, South Africa and elsewhere.

His presidency continued the union's legacy of supporting labor and civil rights movements and leaders across the globe, where the stakes were about more than higher wages. One of those leaders was Lech Walesa, the shipyard electrician and member of the labor movement 'Solidarity' who rose to challenge Communism in Poland. Walesa received the Nobel Peace Prize in 1983 and was elected president of Poland in 1990.

During the 1980s and under Bieber's leadership, the union provided financial support to keep Solidarity afloat, paying for printing presses that were smuggled into Poland so the union could get its message out. The union increased its support after the Communist government tried to crush the movement by destroying its offices.

Bieber traveled to South Africa twice, including once in 1986 as a member of a State Department advisory committee under Secretary of State George Schultz. The committee recommended sanctions to pressure the South African government to replace its racial segregation policy known as apartheid with a nonracial, democratic system.

Bieber traveled separate from the others as the only union member of the group. He said he traveled apart so he could talk to people who might be suspicious of the group's motivations. One of his main goals was to check on labor activist Moses Mayekiso, a leader with the National Union of Metalworkers of South Africa, who was imprisoned for leading a rent boycott. Mayekiso had been put in solitary

confinement for nine months and charged with treason, which was punishable by death. Bieber and others raised the international profile of Mayekiso's case and he eventually was acquitted.

While in South Africa and at the request of a trio of Yale professors, Bieber captured more evidence of the real impact of apartheid when he smuggled images out of the country showing the scarred bodies of people in South Africa who had challenged the country's apartheid government.

Bieber and the UAW so passionately fought against the brutally discriminatory system in South Africa that when Nelson Mandela toured the United States after his release from prison in 1990, he insisted on celebrating with UAW Local 600. During that trip, Bieber stood at Mandela's side at a rally at Tiger Stadium in Detroit where the South African leader again thanked the UAW and the 45,000 people who had gathered at the stadium.

During his 2003 visit to Grand Rapids, Archbishop Desmond Tutu singled out Bieber for his years of calling attention to the horrors of apartheid. Bieber was arrested when he marched with Tutu at the South African embassy in Washington in 1986.

"We came asking for help, and you gave that help and accomplished this extraordinary thing," Tutu said.

Bieber was also a member of the first trade unionist delegation to visit China, meeting with Deng Xiaoping to acknowledge International Labor Day.

As president, Bieber faced numerous challenging issues, including the departure of the Canadian Auto Workers in 1985, the downsizing of American auto companies, and globalization and the increasing competition from foreign auto companies. Bieber oversaw numerous contract negotiations with the Big Three and other large employers. The 1980s and early 1990s were exceptionally difficult times in which to negotiate. As a vice president, his first round of negotiations as the director of the union's GM Department in 1982 focused on job security and fair and equitable pay, but also contained concessions to keep the company competitive. In return for concessions, GM agreed to keep four plants open which it had planned to close, agreed to a two-year moratorium on plant closings, established profit sharing, established a prepaid legal service program for its employees, and promised that if it laid off workers with 15 years or more of job experience it would pay them 50 percent of their annual salary.

"It was a tough time," Bieber told the New York Times in a 2017. "I wouldn't want to live through it again. But we kept the pensions ... and were able to make adjustments in wages later. We got things back and came out of it in pretty good shape."

He fought to ensure that GM's ventures with its Saturn Corp. brand in Tennessee and a partnership with Toyota in California would be UAW represented.

President Bieber is credited with diversifying the UAW by inviting new members from areas outside of industrial sectors to include both public and private associations. Some 22,000 State of Michigan employees became union members in 1985. Other worksites such as universities, gaming, law enforcement, firefighting, municipal and county government workers, would soon follow.

Active in the Democratic Party, he became a political force. Bieber worked on behalf of Sen. John Kennedy's campaign for the U.S. presidency in 1960 and advocated for working people all his life, particularly on legislation pertaining to national and international trade and the reformation of health care. President Bieber retired in 1995 but remained active as a UAW retiree.

"Millions of hardworking families have better wages, better health care, and a better quality of life thanks to my friend Owen Bieber's leadership at UAW," U.S. Sen. Debbie Stabenow, D-Michigan, wrote on Twitter the day he died.



Bieber presented Mandela with a UAW jacket and coat at a 1990 rally at Tiger Stadium before 45,000 people.

OWEN F. BIBER TIMELINE

Dec. 28, 1929: Owen Bieber is born in the tiny farming community of North Dorr, Michigan, to Albert F. and Millie (Schwartz) Bieber. His father was one of the founding members of UAW Local 687 at McInerney Spring and Wire, the first UAW plant organized in the Grand Rapids city limits.

1949: After attending Visitation, Grand Rapids Catholic Central High School and the American Correspondence School of Chicago, Bieber goes to work at McInerney and shortly after is elected steward, his first union position.

1951: Bieber is elected to the Local 687 executive board. Four years later, he's elected to the bargaining committee, and then, in a special election, is named local union vice president.

1956: Bieber is elected as president of his local.

1960: Walter Reuther appoints Bieber to work as a part-time organizer, and he serves on a unionization drive at Keeler Brass.

1962: Reuther appoints Bieber to be an International representative and assigns him to be a full-time organizer and servicing representative.

1972: When Region 1D Assistant Director Charles Rogers steps down due to illness, Bieber assumes his position.

1974: Region 1D Director Kenneth Robinson steps down because of illness and Bieber is elected to succeed him.

1980: Bieber is elected a UAW vice president and assigned to direct the union's General Motors Department.

1983: Bieber is elected as the UAW's seventh president.

1990: Nelson Mandela travels to Detroit and thanks Bieber and the UAW for all their efforts to help end more than 50 years of the racist apartheid system in South Africa and bring democracy to the country.

1995: Bieber retires from the UAW at age 65.

2006: Along with former President Gerald R. Ford, Bieber meets with Lech Walesa, the leader of the Polish labor union Solidarnosc and former president of Poland, to unveil the "Spirit of Solidarity" Monument in Grand Rapids. As a member of the executive board of the AFL-CIO, Bieber had long supported the efforts to end oppressive, communist rule in Poland.

Feb. 17, 2020: Owen Bieber passes away, leaving behind a long legacy of achievement and advocacy for workers in the U.S. and abroad.

Women's History Month

Our Activists Speak Out

As a part of the UAW's effort to celebrate Women's History Month in March, Solidarity recently asked members why they got involved in their local's Womens Committee, who inspired them to become involved and the most important thing for the general public to understand regarding women's issues. Here are some responses:



Ashley Lewis, Region 1D, Local 598

The women's committee was one of the most active committees among the other standing committees at my local. I thought it would be a great way to be of service to the membership and learn union protocol.

I was initially asked by my committeeperson to run for the Election Committee. I was elected chair. This position gave me an understanding of the Constitution and led me to my mentor, Becky Ervin, who pushed me to do more. Later, after being elected and completing a partial term as guide, I was elected alternate committeeperson. My mentors included Earl Fuller, Tracy Green and Mike Kohler. I have been blessed with many mentors who have helped me navigate the challenges of leadership in both bargaining and the executive board.

Women's issues are America's issues. What is good for women is good for America. Everything from increasing the minimum wage, increasing Social Security, paid child care, paid maternity leave, and the revitalization of formal pensions would not only make our communities better, but would create economic equality that would not only benefit women but America overall.

Myra A. Gay, Region 1A, Local 1284



I got involved in the local Women's Committee because there was a need for a strong voice from a different perspective.

I was inspired to become involved by a local union sister, Donna Taylor, who was involved both at the local and regional level. I went on to become involved at all levels, including the Local 1284 Women's Committee, the Region 1A Women's Council and the UAW International Women's Advisory Council.

The most important thing for the general public to understand is women wear many hats during our work and private lives; we multitask well and we expect to be given the same (hand up, not out) opportunities as our male counterparts.

Xantheia Carter, Region 1D, Local 1811



I began spending time with the Women's Council at UAW Region 1A. I was welcomed by all but the lady who inspired me to join the council in my region was O' Jean Pittman. She welcomed me with open arms. I participated or attended quite a few of the events at Region 1A. I had so many great experiences there that I knew I needed to participate with the council in my own region.

Becoming a member of the Region 1D

Women's Council was very important to me because of what they represent. They are a very diverse group of women who are gifted with all types of skill sets. Every member has something they can offer to the council and our community. They give back and represent the UAW with their hearts and souls. I just wanted to be a part of something that great. I feel blessed that I can spend time with such a great group of people. I always say, "Our children are watching what we do." My children see how much I enjoy giving back and are now doing their own volunteer/ community service.

Women are the backbone of our country. They get things done! The women will tackle any subject or issue, including issues such as contaminated water to human trafficking. Women have proven their power – just look at the impact they made with the 1936 Sit-downers strike in Flint.

Kim Cook Bell, Region 8, Local 2250



Manufacturing can be soul draining and unfulfilling. I was not satisfied spending my life for the purpose of corporate profit. I knew I had something I could contribute to our union family and it was important to me to become engaged with the membership in a positive and intentional way. Quickly, I made the decision that I would become active in meaningful work for working women and families.

I am fortunate. At our local we had a strong Women's Committee chairperson (Becky Schieffer) and Community Services chairperson (Tina Hayes). These women directly and indirectly inspired me through their leadership, compassion and commitment to our membership. They have an integrity and stewards' heart that you rarely see. They have

Black History Month

Our Activists Speak Out

As a part of the UAW's effort to celebrate Black History Month in February, *Solidarity* recently asked members why they got involved in their local's Civil and Human Rights Committee, who inspired them to become involved and the most important thing for the general public to understand regarding civil and human rights issues. Here are some responses:



Sandra Smith, Region 1D, Local 2145

I have always been active during the era of the civil rights movement. I was active with the NAACP at an early age and have always believed in fighting for civil rights, that is why I got involved with the local's civil and human rights committee.

Retired International representative John Sangster inspired me to get involved. As my mentor when I was in Marquette (Michigan), he gave me information on how I could get involved with my local even though I was "up north."

It is important that the general public understand that it is not a black-and-white issue, but a human issue. We all have rights and should be respected for our human rights regardless of our ethnicity.

(continued on page 10)

(continued from page 8)

done amazing work for our members and in our community to champion women.

Ultimately, it's the women who work on the line that moved my heart to my involvement. There are countless women within our plant who are leaders, activists and unionists who daily create solidarity, and educate and strengthen our membership. I was determined that I, too, would do everything I could to create hope and leadership in our workplace and union.

We are still fighting for women's issues – from sexual harassment, gender bias, health issues to pay equity. These issues do not resolve on their own. It takes policy and legislative change to correct the social injustices. This happens by voting; most importantly, voting for candidates that support labor and women's issues. Your participation or lack of it will affect our future and the future of our families and communities. We have had many make sacrifices before us in the fight for women's issues and we must become activists in our democratic process.

Denise Gassam, Region 1A, Local 600



I got involved in Local 600 Women's Committee because in them was like a mirror of me and the UAW sisterhood working together for each other.

The UAW women at the center of my inspiration to get involved were Liz Jackson, who was committed to economic justice for all – equal pay! Loretta Burrell ran in several elections and ultimately became the first woman chairperson at Local 600. She supported women to run for UAW leadership roles. Also, Dottie Jones, a UAW International representative and a fierce fighter against sexual harassment in the workplace.

Women, like men, work at the Big Three to make a better life for their families – not to be demoralized with sexual harassment.

I feel that the general public needs to understand that we have women who are born leaders. Reach up, and support women coming up!

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Terry Dittes, Gerald Kariem

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Pam Powell, Region 1A, Local 600

I got involved with civil rights because of all the members with issues whose voices were going unheard. People felt like they didn't have anyone to talk to or, they had issues and problems but, they didn't know how to go about obtaining resolution.

I was encouraged by my vice president of our local (then 849) to get involved with civil rights. He said that I had what it takes to become a leader and that people felt comfortable talking with me. I had no idea what I was getting into. Once I got involved and got the proper training, I began to network with others. I was able to help and educate my members.

Where I feel we need the most work currently is in educating our members as well as the community. Civil rights are human rights. Human rights are worker rights. There is no separation in these rights. These are the things that we are all entitled to. This includes equal access and equal opportunity. We must re-train or rebrand what comes to mind when one thinks of civil rights. There's an old saying, "It takes a village." It really does. We are the village.



Stephanie Thornton, Region 1, Local 1781

I got involved with my local's Civil and Human Rights Committee because of my family's activism. I am third generation UAW. My grandmother encouraged me to learn my history as well as the history of others, to allow the communities to flourish. I saw my mother stand up for the rights of others time and time again.

JoAnne Woodall, a retiree from my local, inspired me to become involved. Although I was raised in a union family, I

did not know a lot of how the union worked for our benefit. I would go to union events with my parents, but there was not a lot of discussion about the union. One day JoAnne Woodall (Auntie Jo Jo) told me to come with her. What I did not know, is that we were going to my first union meeting. That was the beginning of my journey.

The most important thing for the general public to understand, in my opinion, is that we stand stronger together — fighting for each other, fair and equal rights. We may have different beliefs and cultures, but no race, color, religion, sex and national origin has to fail for us all to succeed.



Pam Davidson, Region 4, Local 865

I became involved with my local's Civil and Human Rights Committee after the UAW did a presentation at my new hire orientation with our local plant chair. He educated our team on how we can become more active union members through standing committees.

Crotis Teague, who was a John Deere Harvester, Local 865, retiree and who I only knew for four years before his passing in 2008, empowered me with the knowledge to accomplish many things we were both passionate about. Through his encouragement, and the sharing of his many experiences, I became a more active member in the UAW and community.

Crotis left a powerful legacy by becoming one of the first African Americans to serve as a local committeeman and vice president for the UAW Local 865. While serving as chair on several standing committees such as the Fair Practice Committee, he encouraged people like Wanda Sweat to form the Women's Committee within our local. He had the insight to realize that women's rights are also human rights and that discrimination and injustice to one is discrimination and injustice to all.

All too often, when someone hears the term "civil and human rights," they incorrectly interpret it as a "black thing," somehow convoluting it with the civil rights movement.

Now more than ever, we have to uphold the significance and principles of what

civil and human rights mean. We have to come together as an entire society, an entire nation, an entire world. Civil rights were established because of the neglect and disrespect of basic human rights. Unfortunately, we're still fighting for voter registration rights, against racial discrimination in the workplace and educational systems, for the poor and homeless, some because of the lack of affordable housing. The most important thing the general public needs to understand is to not give up now, keep fighting, teach one, lead one until every human is treated and considered equal.



Angie Scraders-Murphy, Region 9A, Local 2377

I've always known the importance of civil and human rights. I was raised to be kind, respectful and to help those in need. We have to only go back as far as looking at the basics of being civil and humane.

Civil: being kind, peaceful and respectful. We don't have to agree. We may not have to even like. However, we do have to be respectful of one another.

Human rights: We should all have them, regardless of color, race, gender or orientation. We have the right to live a quality life, affordable housing, a right to work, quality education, and quality health care.

Fortunately for me, there are a few people who stand out and have inspired me.

Past Local 2377 President Gloria Kelly inspired me in community efforts, whether locally or nationally. She also saw potential in me and invited me to be part of the local officer's team, which was my springboard that propelled me to my involvement in the union today. Former Region 9A Director Julie Kushner, who is now (Connecticut) State Senator Kushner. Julie has been involved in civil rights for most of her career and is still in the fight today as she now leads from our state capitol.

Beverly Brakemen, our current regional leader who is passionate about helping our brothers and sisters in the union, is not afraid to speak up. Most of all, she listens and addresses your concerns.

Lobby Lawmakers for the PRO Act Measure Would Help Sustain Middle-Class America

The U.S. House of Representatives' impeachment of President Donald Trump, his subsequent trial in the Senate, and Democratic presidential primaries have dominated the national media's political coverage, leaving the mistaken impression that all else has come to a screeching halt in the nation's capital. In truth, many decisions being made in Washington could have a lasting impact on UAW members, retirees and their families.

In early February, the House passed the Protecting Right to Organize Act (PRO) Act. The PRO Act holds employers who violate workers' rights financially accountable, prohibits captive audience meetings, provides for mediation on first contracts, enhances the right to strike for workplace improvements, and repeals so-called right-to-work laws. The PRO Act would give millions of America's workers additional protections to organize and negotiate for better pay and benefits, and a voice on the job.

Of all the important battles, the fight over workers' rights tops the list as it impacts both workers belonging to and seeking to be in a union. The benefits of collective bargaining are far reaching as unions have vastly improved workplace rights, wages, benefits and conditions for all workers. In the U.S., a worker with a union contract earns, on average, 13.2% more in wages than a peer with similar education, occupation and experience in a nonunionized workplace in the same sector. The right to form unions paved the way for the creation of a strong middle class and is fundamental in the struggle for a fair economy and strong democracy. Conversely, attacks on labor rights have made it harder for people to stay in or join the middle class.

No one needs to look further than what has happened to union membership and wealth inequality to understand the correlation. Union membership has diminished from 33% in 1956 to 10% in 2019. Meanwhile, CEO pay has increased by 940% since 1978 while workers' wages have failed to keep up with the cost of living, on average. Wages have been relatively flat even though worker efficiency has steadily risen for decades.

This decline has occurred even though strong majority of Americans have a favorable view of unions and close to 50% of unrepresented workers have said they would join a union if given an opportunity. How does one make sense of these numbers? They make sense by recognizing that workers seeking a true voice on the job face aggressive

opposition from union-busting corporations and well financed anti-union special interest groups. In one out of every three campaigns, employers fire pro-union workers, 90% of employers require captive-audience meetings to dissuade workers from joining a union. Small wonder why workers are having a tough time coming together.

Many of the decisions coming from Washington, as designed, make it even harder for workers to unionize. Anti-worker judges, many recently confirmed by the Republican-led Senate, and the rules put in place by the Trump administration have rolled back overtime wage increases and workplace protections. Within the last few months alone, even more obstacles were put in the way of private and public sector workers trying to form unions.

These damaging trends will continue until elected officials get their priorities straight by stopping the attacks on workers and instead put teeth into laws to ensure workers are able to form a union. The good news is that working people are fighting back and starting to reverse the tide.

The UAW lobbied for the PRO Act for months in Washington and throughout the country. In fact, a few days prior to the vote, close to 1,000 UAW delegates were on Capitol Hill urging lawmakers to vote yes on PRO. Those efforts bore fruit as the House passed the bill with nearly all Democrats supporting the bill and vast majority of Republicans opposing it. Keep in mind, there are 435 members of the House elected every two years. Passage of this bill is long overdue; it

has been over 85 years since laws safeguarding the right to organize and collectively bargain have been passed into law in our nation's capital.

More work remains as Republican Senate Majority Leader Mitch McConnell has thus far refused to allow a vote on this bill, as he has on over 400 other House-passed bills, and the Trump administration has threatened to veto it.

UAW members and retirees must continue to talk to candidates running in 2020, regardless of political party, about the need to pass the PRO Act. We need to ask for a commitment before we go to the voting booth — and hold them accountable. If we do not, no one else will. We must remember that when we fight, we win.

The right to form unions paved the way for the creation of a strong middle class and is fundamental in the struggle for a fair economy and strong democracy.

UAW Legislative Department



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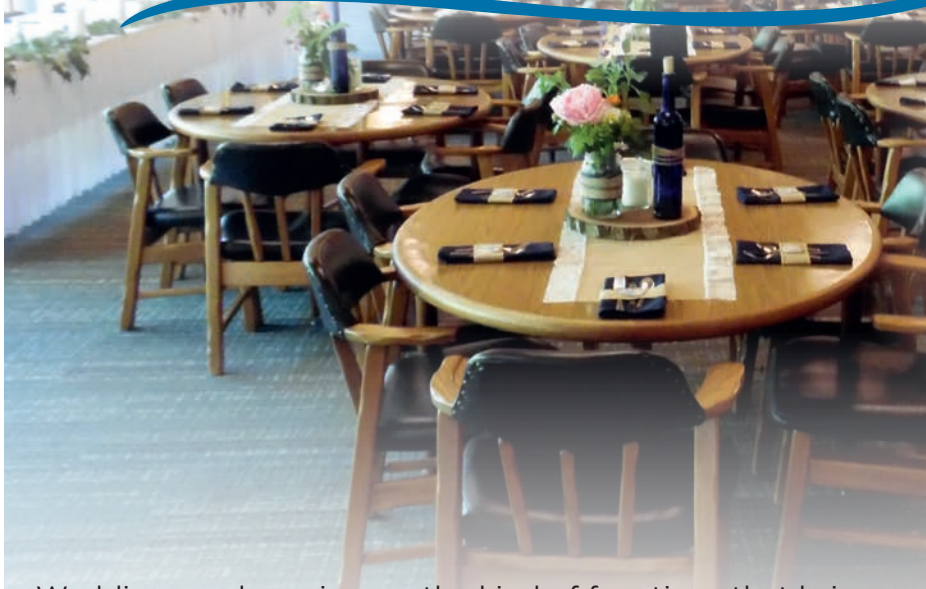
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President Gamble Establishes Ethics Reforms to Ensure the Union Gets Back on the Right Track

The UAW is Too Important to Working People to Fail

UAW President Rory L. Gamble's mission is to leave the union's next president a union that has purged itself of ethics problems, whether it be people or processes. The next two years will be spent evaluating and re-evaluating the UAW's efforts to put the problems of the past behind it and get back to what it does best: representing the working women and men who place their trust in its officers and staff.

"It's not going to be easy or quick. We are taking a comprehensive look at how this union operates, what needs to be improved, what needs to be removed, and how we do it," President Gamble said. "This union is too important for working people – both union and nonunion – to fail in its responsibilities. I pledge that we will clean up our processes and our image and hand off to the next president at the 38th Constitutional Convention a 'clean' union fully ready and committed to help move working people forward."

President Gamble, the union's 13th president and the first African-American to hold the post, listed a series of nationwide reforms designed to re-establish trust with the rank-and file, as well as with the general public.

"As president, I'm committed to putting in place the right mechanisms to safeguard our union, regaining the trust of our members, and ensuring the misconduct that has recently come to light will never happen again. That is why I ordered immediate actions that will lay the foundation for a more transparent, more accountable, and more responsible future for our union," Gamble said.

Among the reforms listed by President Gamble are:

- Establishing of an ethics ombudsmen to receive, review and



respond to ethics complaints and allegations.

- Implementing measures that increase oversight by the UAW Accounting Department and outside auditors to help ensure financial misconduct will not occur moving forward.

- Creating the role of the UAW's first-ever ethics officer who will be empowered to investigate allegations, complaints or matters referred by the ethics ombudsman or the International Executive Board (IEB). In order to enhance the independence of that position, the ethics officer will not be an employee of the UAW, but rather an external position appointed by the IEB.

- Instituting an "Ethics Hotline" to allow members and International Union employees to anonymously and confidentially report allegations or file complaints related to the potential breach of the UAW's Ethical Practices Code.

- Instituting a strict policy directing that no charities run or controlled by UAW officials can

receive any donations from any joint program center, vendor or employer.

- Enhancing a policy of enforcement against those who have been found guilty of misusing funds so our union can claw back any monies wrongfully taken from this union.

"These reforms are just the beginning of what I believe are critical steps to set us on the right path for the future. As a union we are committed to transparency and accountability. When our union was created more than 84 years ago, it was rooted in trust in both in each other and in the collective. This union is too important to countless Americans. We cannot and will not fail in our mission.

"I believe that together, we can and must fight for a better life for ourselves and those we love. Moreover, I believe that we have a responsibility to learn from these failures and bad actions and bring forth changes that will ensure greater transparency, accountability, and ultimately a better future for the UAW."

Questions and Answers with UAW President Rory L. Gamble

Q: How could this scandal have happened to our union? Why weren't proper safeguards in place to detect and deal with wrongdoing?

A: It shouldn't have happened. My first actions as president were to implement reforms to bring greater transparency and checks and balances to our union. Our job is to protect our union and dues money, which is sacred. My goal is to leave this union better, stronger and cleaner when I retire at the next convention.

Q: What was your personal reaction after you learned the true extent of the corruption?

A: First, I was outraged and disappointed in people that we trusted to lead our union. I then immediately vowed to do whatever is necessary to fix this, right now, to protect both my brothers and sisters and the future of our union.

Q: How do you feel about the impact of the changes to date?

A: We are working hard to launch many of these reforms in the first quarter of 2020. I think ultimately the hotline, ombudsman and outside ethics officer will be key positions as we think about the future of our union. Secretary-Treasurer Ray Curry is busy reviewing the union's financial operations, financial controls and policies, taking steps to strengthen and improve the system and implementing new controls. It's all about transparency with accountability, checks and balances.

Q: How can members help the union move past this painful time?

A: There are many good people in this union. Many staff representatives have dedicated their lives to serving our members. We saw amazing solidarity and strength from our members during the GM strike out on the picket line for 40 days. And we are seeing our membership grow this year. However, all the reforms in the world don't matter if our members don't take an active role in their union. The best transparency is an active, participating membership. We want to hear their voices.

Q: What encouragement are you receiving from members?

A: Plenty. Our members know the UAW is their union. It's clear they want this to be resolved, cleaned up, and they want to move on to the great things UAW members do in the workplace, in their communities and in our country. And across the country I'm hearing members say we are doing the right thing and to not be distracted by the noise, from what we all know is the important work of making the UAW a stronger union for generations to come.

Q: Moving forward, if someone inside the International is found to have violated the law or internal controls to catch wrongdoing, what is the process for dealing with that?

A: Let me begin by saying there is zero tolerance for wrongdoing from the top of this organization to the bottom. There will be a clearly defined, systematic process for addressing any wrongdoing including independent audits or reviews, claw back measures, and the ethics program. Our members will have a clearly outlined process for reporting any issues through the hotline and the

ombudsman and/or ethics officer will follow up. Any individuals found to have violated the union's ethical code or applicable laws will be subject to possible termination and revocation of union membership.

Q: Some of the reporting on the scandal seems biased, particularly from some local Detroit media which have unfairly tried to connect others to the scandal, including yourself. What can you tell members about that? Where should they go for factual updates?

A: It is unfortunate that journalism today can morph into unsubstantiated personal attacks and deceptive wording to link UAW members to the scandal when there is no link.

That said, I understood that when I took over as president, I would be in the spotlight and that some of our members clearly and outrageously were involved in criminal activities. But it does seem there is a salacious agenda to paint a broad brush on some of our leadership.

We are in the process of setting up a web page on our website where UAW members and the public will hear directly from me and the UAW leadership about the reforms, our priorities, and vision in 2020 and beyond.

Q: Do you feel the 2015 auto contracts were in any way compromised by the scandal? If so, how? If not, how can members feel comfortable that the union acted in their best interests?

A: No. In fact, the first contract at FCA was voted down. The parties then renegotiated and it passed by 77%. The other two contracts contained major gains toward eliminating the two-tier system (which we were able to take even further in 2020.) I think the facts and evidence overwhelmingly bears this out.

Q: It's been reported that the federal government may have to step in and oversee the union's operations for an undetermined period, much like with the Teamsters. Do you feel this is necessary to correct the problems of the past?

A: I intend to make sure that the reforms we put in place will make that a moot issue. I can't control what the federal government does. I can only control what we do going forward. And moving forward we are going to be a union committed to transparency and accountability.

Q: In June 2022, your term as president will end. Talk about the kind of union you would like to leave the next leadership team and what you would like your legacy to be.

A: Of course, you would want your legacy to be about all the good things that happen every day, temporary workers whose lives have changed by their contract lifting them into full-time employment overnight or the great things our members do in service to our communities.

Instead I've been given a different opportunity — the opportunity to guide our union through change that will reform us, unite us and make us stronger. I have said this before, but it bears repeating here: this union is too vital to millions of working men and women to fail or falter in its mission. And that is what guides me every day.

This isn't a challenge; it's an opportunity and I would hope history would look back on this time as one of positive change and a new era for UAW members.

UAW Ethical Practices Code



The reforms implemented by President Rory L. Gamble are in addition to the existing UAW Ethical Practices Codes, as listed in the UAW Constitution:

Democratic Practices

The UAW is proud of its democratic heritage. Its Constitution is carefully designed to ensure each member her/his full democratic right, both as an individual and through her/his elected representatives, to express her/himself freely and to participate at all levels in the decisions governing the Union. Moreover, individual rights as a UAW member are protected against infringement or abuse, for a member may appeal complaints concerning the administration of the Union, to the Local Union, the International Executive Board and the Constitutional Convention; and has the right to submit her/his appeal to the UAW Public Review Board, comprised of citizens with national reputations outside the labor movement, whose decisions are final and binding.

The democratic principles which have always governed the International Union, UAW, and its Local Unions are:

1. Each member shall be entitled to a full share in Union self-government. Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union. Subject to reasonable rules and regulations, each member shall have the right to run for office, to nominate and to vote in free, fair and honest elections. In a democratic union, as in a democratic society, every member has certain rights but s/he also must accept certain corresponding obligations. Each member shall

have the right freely to criticize the policies and personalities of Union officials; however, this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials or to carry on activities with complete disregard of the rights of other members and the interests of the Union; to subvert the Union in collective bargaining or to advocate or engage in dual unionism.

2. Membership meetings shall be held regularly, with proper notice of time and place and shall be conducted in an atmosphere of fairness.

3. All Union rules and laws must be fairly and uniformly applied and disciplinary procedures, including adequate notice, full rights of the accused and the right to appeal, shall be fair and afford full due process to each member.

4. Each Local Union shall maintain adequate safeguards so that all of its operations shall be conducted in a democratic and fair manner. No corruption, discrimination or anti-democratic procedure shall ever be permitted under any circumstances.

Financial Practices

Union funds are held in sacred trust for the benefit of the membership. The membership is entitled to assurance that Union funds are not dissipated and are spent for proper purposes. The membership is also entitled to be reasonably informed as to how Union funds are invested or used.

1. The International Union and its Local Unions shall conduct their proprietary functions, including all contracts for purchase or sale or for rendering

housekeeping services in accordance with the practice of well-run institutions, including the securing of competitive bids for major contracts.

2. The International Union and its Local Unions shall not permit any of their funds to be invested in a manner which results in the personal profit or advantage of any officer or representative of the Union.

3. There shall be no contracts of purchase or sale or for rendering services which will result in the personal profit or advantage of any officer or representative of the Union. Nor shall any officer, representative or employee of the International Union or any Local Union accept personal profit or special advantage from a business with which the Union bargains collectively.

4. Neither the International Union nor any of its Local Unions shall make loans to its officers, representatives, employees or members, or members of their families, for the purpose of financing the private business of such persons.

Health, Welfare and Retirement Funds

1. No official, representative or employee of the International Union or a Local Union shall receive fees or salaries of any kind from a fund established for the provision of health, welfare or retirement benefits, except for reasonable reimbursement provided for in a collective bargaining agreement and expressly approved by the International Executive Board.

2. No official, employee or other person acting as agent or representative of the International Union or a Local Union, who exercises responsibilities or influence in the administration of health, welfare and retirement programs or the placement of insurance contracts, shall have any compromising personal ties, direct or indirect, with outside agencies such as insurance carriers, brokers, or consultants doing business with the health, welfare and retirement plans.

3. Complete records of the financial operations of all UAW health, welfare and retirement funds and programs shall be maintained in accordance with the best accounting practice. Each such fund shall be audited regularly.

4. All such audit reports shall be available to the members of the Union covered by the fund.

5. The trustees or administrators of such funds shall make a full disclosure and report to the members covered by the fund at least once each year.

Business and Financial Activities of Union Officials

Any person who represents the UAW and its members, whether elected or appointed, has a sacred trust to serve the best interests of the members and their families. Therefore, every officer and representative must avoid any outside transaction which even gives the appearance of a conflict of interest. The special fiduciary nature of Union office requires the highest loyalty to the duties of the office.

1. The mailing lists of the Union are valuable assets. In order to protect the interests of our entire membership, Union officers and representatives shall not, under any circumstances, turn over a Union mailing list to an outsider for use in the promotion or sale of any goods or services that benefit an individual or a private concern.

Mailing lists are to be used only to promote the necessary legitimate functions of the Local Union and for no other purpose. It is improper for any official or representative of either the International Union or Local Union to permit the use of any mailing list by any third party to promote the sale of furniture, appliances, automobiles, insurance, eyeglasses or any other item, or to enable professionals to solicit the membership.

2. No officer or representative shall have a personal financial interest which conflicts with her/his Union duties.

3. No officer or representative shall have any substantial financial interest (even in the publicly traded, widely held stock of a corporation except for stock-purchase plans, profit sharing or nominal amounts of such stock), in any business with which the UAW bargains. An officer or representative shall not have any substantial interest in a business with which the UAW bargains collectively.

4. No officer or representative shall accept "kickbacks," under the-table payments, valuable gifts, lavish entertainment or any personal payment of any kind, other than regular pay and benefits for work performed as an employee from an employer with which the Union bargains or from a business or professional enterprise with which the Union does business.

5. The principles of this Code, of course, apply to investments and activities of third parties, where they amount to a subterfuge to conceal the financial interests of such officials or representatives.

Auto Show Honors to UAW-Built Jeep, Corvette Ford F-150 Remains Best-Selling Vehicle for 43rd Year



Ford F-150



Jeep Gladiator



Chevrolet Corvella Stingray

Breaking with tradition, the 2020 North American International Auto Show (NAIAS) wasn't held in January's frigid temperatures in Detroit. The show is now slated for the summer.

However, the tradition of outstanding vehicles built by UAW members continues as show officials named the Jeep Gladiator as its 2020 NAIAS Truck of the Year and the Chevrolet Corvette as its Car of the Year. And UAW members at Ford continue to build the best-selling vehicle in America with the Ford F-Series pickup trucks. It's the 43rd consecutive year that the Ford F-series has led sales of all vehicles manufactured in America.

"Our members have a lot to be proud of and to be recognized for the excellence they build into these vehicles is a testament to their hard work and talents," said UAW President Rory L. Gamble. The Jeep Gladiator went into production in April 2019 at the Toledo North Assembly Plant in Ohio. A mid-size pickup, it borrows heavily from the popular Jeep Wrangler also built by members of Local 12 in Toledo. The Gladiator is unique in that it

is the only truck available with a removable roof.

"A great deal of retooling and retraining went into making this model a success and our members at Local 12 are justifiably proud of it," said UAW Vice President Cindy Estrada, who directs the union's FCA USA Department. "We're excited that the public and the auto journalists love this vehicle, which we hope to build for a very long time."

One of the most iconic sports cars ever, the Chevrolet Corvette Stingray was redesigned from the ground up for the 2020 model year. Jurors were impressed with its stunning styling, interior, and performance, at one third of the cost for comparable European models. The Corvettes are assembled by members of Local 2164 in Bowling Green, Kentucky.

"Even with the strife of auto negotiations last year, our members

in Bowling Green never took their eye off the ball in building the completely redesigned Corvette," said UAW Vice President Terry Dittes, who directs the union's General Motors Department. "The Corvette has always been an American icon and will stay that way because our members continue to assemble a truly fantastic sports car."

Another tradition that continues is of the Ford F-Series remaining as the best-selling vehicle in all of America. The most popular, the F-150, is built by members of Local 600 at Dearborn Truck Assembly in Michigan, and members of Local 249 at Kansas City Assembly in Claycomo, Missouri. Ford also plans to introduce an all-electric F-150 soon.

"As the auto market is slowly including electric vehicles, our members at Ford will work hard to be the leaders in that segment, too," said UAW Vice President Gerald Kariem, who directs the union's National Ford Department. "Our membership never rests on its laurels. We are the overall sales leader for a reason: We build great trucks that people love."

Report to Members on the Union's Finances

In the pages that follow, the Secretary-Treasurer presents information on the union's financial position for Fiscal Year 2018. This report is designed to give members an overview of the union's financial position. It comes as the union has just finished the long process of bargaining with automakers and other employers and now heads into a critical general election year.

The health of the strike fund was a critical factor in winning auto contracts at the Big Three, Heavy Truck, Defense and other sectors. It sent a message to employers that the union will take whatever action is necessary to achieve fair, responsible contracts that reward members for their contributions and maintain their financial viability for the employers and our members. The fund balance as of Dec. 31, 2018, was \$766,921,115. Even after the six-week strike at General Motors and Aramark related suppliers in 2019, the fund remains on solid financial footing as the union gets set to bargain with other employers in 2020.

Voters will decide this year on a president and which party will control each chamber of Congress. We have seen firsthand what it means to have elected officials and judicial appointees who are hostile to the needs of working families. This administration continues to rollback significant worker protections in health and safety. It has appointed officials to critical agencies such as the National Labor Relations Board who are far friendlier to the wants of corporations and conservatives who wish to destroy the labor movement. It has rammed through the Senate a record number of federal judges who favor the interests of corporate America and are biased against unions.

This will not change until there is a change in the administration and in the makeup of Congress. The House passed the PRO Act, which would protect the right to join a union, but GOP Senate Majority

Leader Mitch McConnell has refused to bring up the PRO Act and numerous other House-passed bills. As a result, not much has been done to advance the interests of workers. This can and must change and the only way it can is if our members and our allies do the critically necessary work of talking with other workers, family members and friends to remind them what is at stake for them – and how what we've won at the bargaining table can easily

be wiped out in Congress, state legislatures or with a stroke of a president's or governor's pen.

This year is also important because the 2020 U.S. Census is underway. The census is conducted every 10 years and determines how legislative districts will be drawn, the level of federal funding a particular area receives and other key issues. Elected officials are largely responsible for drawing legislative districts at the state and federal level. In 2010, our influence in Congress and in statehouses was reduced because Republicans controlled the process and gerrymandered districts to their favor.

The new UAW leadership team is continuing its effort to streamline processes and look for savings wherever they might be found. It also is making sure that proper financial safeguards are in place so that the problems of the past never happen again within any component of our union.

Please take some time to examine and understand the following financial report. Copies of this report are at all local union offices for inspection.

In solidarity,



Ray Curry
International Secretary-Treasurer



UAW Secretary-Treasurer
Ray Curry

2018 Financial Report

This financial report provides information about the union's financial position. Among the highlights:

- The Union's Operating Funds reported a net loss of \$2,671,405 for 2018. Operating Funds include the General Fund, as well as the Citizenship, Education, Civil Rights, Recreation and FEC Funds.
- The Union's Strike and Defense Fund received \$ 58.7 million in 2018 from the ½ hour dues increase approved by the delegates to the 36th Constitutional Convention.
- As a result of the ½ hour dues increase, the Strike and Defense Fund balance continues to grow and reached \$767 million by the end of 2018.
- Overall active and retired membership stood at 952,163.

The following is a summary from UAW Secretary-Treasurer Ray Curry. The full report is available for examination at all local unions.

UAW FINANCES AT A GLANCE

OPERATING FUNDS INCOME AND EXPENDITURES FOR 2018:

Income	\$ 137,541,915.80
Expenditures	140,213,320.70
Net Income	<u>\$ (2,671,404.90)</u>

TOTAL ASSETS AS OF DECEMBER 31, 2018:

Cash on Hand and in Banks	\$ 1,933,259.93
Investments - At Cost	906,725,179.91
Accounts Receivable	13,364,107.25
Mortgages Receivable	717,638.85
Notes Receivable	3,161,799.83
Supplies for Resale	244,545.98
Furniture, Equipment & Vehicles	2,798,646.98
Union Building Corporation	<u>121,375,790.95</u>

TOTAL ASSETS \$1,050,320,969.68

TOTAL LIABILITIES AS OF DECEMBER 31, 2018:

Accounts Payable to Affiliated Organizations	\$ 1,977,741.82
Accounts Payable - Troubled Workers	1,033,671.86
General Fund Rebates	5,104,275.55
Local Union Rebates	5,755,885.17
Note Payable to VEBA	106,996,949.38
Payroll Taxes Payable	<u>161,012.77</u>

TOTAL LIABILITIES \$ 121,029,536.55

TOTAL FUND BALANCES AS OF DECEMBER 31, 2018

\$ 929,291,433.13

REPORT OF SECRETARY-TREASURER RAY CURRY FOR THE YEAR ENDED DECEMBER 31, 2018

At the direction of the International Trustees, Clarence H. Johnson, P.C., Certified Public Accountants, have audited the books of the International Union, UAW for the year ended December 31, 2018.

The following report reflects the changes in the financial position of the International Union, UAW as of December 31, 2018 in comparison to our Union's financial position as of December 31, 2017.

OVERVIEW OF UAW FINANCIAL STRUCTURE

The International Union's financial structure is based on a system of individual funds. The UAW Constitution establishes this system and sets forth the source of income and objectives of each fund. The Secretary-Treasurer's office ensures compliance with the Constitution

by segregating all of the Union's financial resources into separate funds and otherwise ensuring that expenditures are made in accordance with the Constitution. The Union has a total of 11 separate funds. The combined resources of these 11 funds are set forth in the figures below.

A summary of several of the Union's larger funds is also included in this report.

TOTAL ASSETS

Total Assets were \$1,050,320,969.68 as of December 31, 2018, an increase of \$50,331,682.27 from the Total Assets of \$999,989,287.41 as of December 31, 2017. Total assets are primarily comprised of cash on hand and the cost of various investment securities. Total assets also include other less liquid assets such as real and personal property that are used in the day to day operations of the union.

TOTAL LIABILITIES

Total Liabilities, consisting of Rebates to Local Unions and the General Fund, Payroll Deductions Payable, Monies Due to Affiliated Organizations and amounts due to the VEBA were \$121,029,536.55 as of December 31, 2018, a decrease of \$4,865,990.54 from Total Liabilities of \$125,895,527.09 as of December 31, 2017.

TOTAL FUND BALANCE

The Total Fund Balance of the International Union, represented by Total Assets less Total Liabilities, was \$929,291,433.13 as of December 31, 2018. This is an increase of \$55,197,672.81 from the Union's Fund Balance of \$874,093,760.32 as of December 31, 2017.

GENERAL FUND ASSETS

General Fund Assets totaled \$205,643,251.97 as of December 31, 2018.

2018 Financial Report

COMPARISON OF RESOURCES, LIABILITIES AND FUND BALANCE YEAR ENDED DECEMBER 31

	2018	2017	Increase (Decrease):
Cash on Hand and in Banks	\$ 1,933,259.93	\$ 3,777,334.13	\$ (1,844,074.20)
Investments - At Cost	906,725,179.91	856,557,629.04	50,167,550.87
Accounts Receivable	13,364,107.25	11,134,404.97	2,229,702.28
Mortgages Receivable	717,638.85	924,164.44	(206,525.59)
Notes Receivable	3,161,799.83	2,827,519.58	334,280.25
Supplies for Resale	244,545.98	315,636.75	(71,090.77)
Furniture, Equipment & Vehicles	2,798,646.98	2,779,879.04	18,767.94
Union Building Corporation	121,375,790.95	121,672,719.46	(296,928.51)
TOTAL ASSETS	\$ 1,050,320,969.68	\$ 999,989,287.41	\$ 50,331,682.27
Liabilities	121,029,536.55	125,895,527.09	(4,865,990.54)
FUND BALANCE	\$ 929,291,433.13	\$ 874,093,760.32	\$ 55,197,672.81

COMPARISON OF LIQUID FUND BALANCE BY FUND YEAR ENDED DECEMBER 31

	2018	2017	Increase (Decrease):
General Fund	\$ 63,717,623.91	\$ 67,332,989.63	\$ (3,615,365.72)
Emergency Operations Fund	35,358,014.50	34,334,227.69	1,023,786.81
Strike & Defense Fund	707,963,066.77	656,615,704.16	51,347,362.61
Citizenship Fund	10,515.89	23,341.42	(12,825.53)
Education Fund	13,421.54	16,330.47	(2,908.93)
Civil & Human Rights Fund	176,716.95	18,478.80	158,238.15
Recreation Fund	917,008.33	872,060.40	44,947.93
Family Education Center	2,010,052.67	570,873.19	1,439,179.48
Retired Workers Fund	17,852,001.10	17,135,974.44	716,026.66
Regional Activities Fund	5,401,062.86	6,125,512.57	(724,449.71)
Councils Fund	5,157,647.80	4,430,128.47	727,519.33
TOTALS	\$ 838,577,132.32	\$ 787,475,621.24	\$ 51,101,511.08

Assets include portions of Cash, Investments, Accounts Receivable, Mortgage and Notes Receivable, Supplies for Resale, Furniture, Equipment, Vehicles, and the Union Building Corporation.

GENERAL FUND LIABILITIES

General Fund Liabilities amounted to \$110,169,375.83 as of December 31, 2018. These liabilities consist of a note payable to the UAW Retirees Health Care totaling \$106,996,949.38, Payroll Taxes to be forwarded in the amount of \$161,012.77, Accounts Payable to Troubled Workers totaling \$1,033,671.86, and Accounts Payable to Affiliated Organizations at \$1,977,741.82.

GENERAL FUND BALANCE

The General Fund Balance, which is represented by General Fund Assets less General Fund Liabilities, amounted to \$95,473,876.14 as of December 31, 2018. Of this amount, \$63,717,623.91 of the General Fund balance represents cash and investments, which are available to meet the day-to-day expenses of the Fund. General Fund Cash and Cash Equivalents decreased by \$3,615,365.72 from December 31, 2017.

The remaining balance of the General Fund, \$31,756,252.23 represents the cost of assets that cannot be readily converted to cash such as real and personal property, inventory and mortgages due from local unions.

UNION BUILDING CORPORATION

The Union Building Corporation is the holding corporation for all properties owned by the International Union, UAW. During 2018, \$1,432,139.66 was spent on the acquisition, development and capital improvement of UAW-owned properties. UBC disposed of property with a book value of \$1,652,210.05 during 2018. Property valued at \$16,000.00 was transferred to UBC from closed local unions.

ORGANIZING EXPENDITURES

Organizing expenses amounted to \$18,881,533.51 during 2018. Of that amount, \$10,846,801.90 was spent from the Strike and Defense Fund, in accordance with Article 16, Section 11. At the 36th Constitutional Convention, the delegates approved Article 16, Section 11 which authorized total transfers up to \$60 million from strike fund assets to support organizing over the four-year convention cycle.

FUND TRANSFERS

Periodically, it becomes necessary to transfer funds from the General Fund to other Funds in order to eliminate deficits and establish working balances. During 2018, \$8,240,000.00 was transferred from the General Fund to the Citizenship Fund. The General Fund also transferred \$2,775,000.00 to the Education Fund, \$855,000.00 to the Civil and Human Rights Fund, \$3,125,661.98 to the Family Education Center and \$202,976.47 to the Regional Activities Fund.

REALLOCATION OF PER CAPITA DUES

Of the total dues that Local Unions collect each month from members, a portion is remitted to the International Secretary-Treasurer. The dues collected will be allocated between the Local Union and the International Union UAW General Fund and the Strike and Defense Fund as follows:

The remaining one half (.05) hour of dues income (or .29%) shall be allocated entirely to the International Union-UAW Strike and Defense Fund.

*Both Local Unions and the General Fund are eligible for a dues rebate from the Strike and Defense Fund. If the Strike and Defense Fund balance falls below \$500 million, all rebates are suspended until the fund balance exceeds \$550 million.

2018 Financial Report

PRIVATE SECTOR DUES ALLOCATION

The allocation of the first two hours (or 1.15%) will be allocated as set forth in the following table:

	Dues Allocation	Rebates*	Dues Allocation After Rebates
Strike & Defense Fund	30%	(25.00%)	5.00%
General Fund	32%	12.65%	44.65%
Local Unions	38%	12.35%	50.35%
Total Dues	100%	0.00%	100.00%

PUBLIC SECTOR:

Public sector members generally do not have the right to strike. The allocation of the first two hours (or .805%) will be allocated 45.7% to the International Union, UAW General Fund and 54.3% to the Local Union.

The remaining one half (.05) hour of dues income (or .29%) shall be allocated entirely to the International Union UAW Strike and Defense Fund.

PRIVATE AND PUBLIC SECTOR:

A portion of each member's monthly dues allocated to the General Fund is distributed among several other activities/funds on a monthly basis. Each amount is expended only for the designated programs or activities. The allocation is as follows:

Communications	\$ 0.05
Civil and Human Rights Fund	0.01
Education Fund	0.03
Recreation Fund	0.01
Citizenship Fund	0.05
Retired Workers Fund	0.01

In addition, both the Local Unions and the General Fund are eligible for an additional rebate from the Strike and Defense Fund referred to as the "13th check".

Each month beginning July 1, 2006, the amount of actual strike assistance benefits (weekly benefits and medical costs) are compared to 5% of total dues. To the extent that the actual strike assistance benefits are less than 5% of dues for the month, the excess is accumulated for the 13th check rebate. In any month which the actual strike assistance benefits exceed the 5% of dues, no additional amount will be accumulated. In

April of the following calendar year, the accumulated total 13th check rebate from the preceding year is rebated to Local Unions and the General Fund in the same proportion as dues allocation after rebates.

	Dues Allocation After Rebate	13th Check Rebate Allocation
Strike & Defense Fund	44.65%	47%
Local Unions	50.35%	53%
Total	95.00%	100%

(a) 53% = (50.35 / 95.00), 47% = (44.65 / 95.00)

STRIKE AND DEFENSE FUND

Strike and Defense Fund Total Resources amounted to \$766,921,115.35 as of December 31, 2018.

Income to the Strike and Defense Fund amounted to \$71,180,766.83 during 2018. A breakdown of income by sources follows:

Per Capita Taxes	\$ 71,198,292.40
Earnings on Investment	\$ (17,770.06)
Interest on Mortgages	\$ 244.49
TOTAL	\$ 71,180,766.83

Expenditures of the Strike and Defense Fund for 2018 amounted to \$23,173,565.36. A breakdown of these expenditures by Region is contained in this report. During 2018, strike assistance was provided to 222 members of our Union.

COMPARISON OF STRIKE AND DEFENSE FUND NET RESOURCES YEAR ENDED DECEMBER 31

	2018	2017	Increase (Decrease):
Cash and Investments	\$ 707,963,066.77	\$ 656,615,704.16	\$ 51,347,362.61
Mortgages Receivable	56,344.61	98,899.85	(42,555.24)
Other Investments	69,761,864.69	72,545,227.94	(2,783,363.25)
Gross Resources	\$ 777,781,276.07	\$ 729,259,831.95	\$ 48,521,444.12
Liabilities	10,860,160.72	7,911,508.60	2,948,652.12
Net Resources	\$ 766,921,115.35	\$ 721,348,323.35	\$ 45,572,792.00

*Liabilities – 13th check due to Local Unions and the General Fund

The following is a comparison of the Strike and Defense Fund Net Resources as of December 31, 2018 and the preceding year-end.

EMERGENCY OPERATIONS FUND

This fund had a balance of \$35,358,014.50 as of December 31, 2018.

By actions of the 33rd Constitutional Convention in June 2002, the Emergency Operations Fund was established. The assets of the Emergency Operations Fund, including accrued interest and earnings on investments, shall be available to finance operations of the International Union in the event Operating Fund resources are insufficient to sustain operations due to the effects of a protracted or expensive strike, a series of strikes, or other events posing a serious threat to the economic viability of the International Union.

RETIRED WORKERS FUND

This Fund had a balance of \$17,852,001.10 (which includes the Regions' 25 percent share of each retiree's dues dollar) as of December 31, 2018. Local Unions received \$2,772,784.86 for their retiree chapters. There were approximately 552,171 retired members as of December 31, 2018.

FAMILY EDUCATION CENTER (FEC) FUND

When it was originally established in 1968, the FEC Fund included the Family Education Center Department, which formulates and implements programs at Family Education Centers for the education and training of UAW members and their families through participation in the Family Education Scholarship Program.

2018 Financial Report

UAW V-CAP

BALANCE - DECEMBER 31, 2017	\$	20,627,670.02
INCOME - 2018		7,026,068.37
	\$	27,653,738.39
DISBURSEMENT - 2018		9,921,436.68
BALANCE - DECEMBER 31, 2018	\$	17,732,301.71

2018 STRIKE AND DEFENSE FUND EXPENDITURES BY REGION

Region	Location	Amount
2B	Ohio and Indiana	\$ 75,196.30
4	North Central United States	190.00
5	West/Southwest United States	16,931.03
8	Southeastern United States	16,071.08
	Other Expenditures	23,065,176.95
	GRAND TOTAL	\$ 23,173,565.36

Over the years, the structure and funding of the Family Education Center in Black Lake and the Pat Greathouse Center in Region 4 have changed. The FEC is receiving a regular source of income.

Effective January 1, 2003, the UAW established Union Building Education, Inc. (UBE), a 100 percent-owned subsidiary corporation of the International Union, UAW, for the purpose of operating the Family Education Center in Black Lake. UBE collects income and pays expenses associated with the programs at Black Lake. The International Executive Board is authorized to transfer money, as necessary, to help supplement the cost of education activities at the Family Education Center.

As of December 31, 2018, the Family Education Center Fund had a balance of \$2,010,052.67.

DUES

The dues structure has resulted in average monthly dues of \$55.24 for 2018, compared with \$53.93 for 2017.

MEMBERSHIP

The average dues-paying membership for calendar year 2018 was 399,992 compared to 398,454 in 2017, an increase of 1,538 members.

Initiation fees were received on 49,546 members during 2018 compared to 43,094 in 2017, an increase of 6,452.

We had approximately 552,171 retired members as of December 31, 2018.

I wish to thank my fellow Officers,

Board Members, Staff Members and Office Employees for their cooperation and commitment to the financial stewardship of this great union.

Respectfully submitted



Ray Curry
International Secretary-Treasurer

Independent Auditor's Report

June 17, 2019

U.A.W. Board of Trustees:

We have audited the accompanying financial statements of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-U.A.W., which comprise the statement of assets, liabilities and fund balances-modified cash basis as of December 31, 2018, and the related statement of cash receipts, disbursements and changes in fund balances-modified cash basis for the six months ended June 30, 2018, six months ended December 31, 2018, year ended December 31, 2018, and the related notes to the financial statements. We audited the financial statements of UBG, Inc., and UBE, Inc., wholly owned subsidiaries, the investment in which, as described in the notes to the financial statements, are accounted for by the equity method of accounting. The investments in UBG, Inc. and UBE, Inc. as of December 31, 2018 are \$556,911.97 and \$417,816.40 respectively. The equity in their net gains and losses are included in net disbursements over receipts for the six months ended June 30, 2018, the six months ended December 31, 2018, and the year ended December 31, 2018.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in the notes; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall financial statement presentation.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, except for the effects of the matter discussed in the following paragraph, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balances of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-U.A.W. as of December 31, 2018, and its cash receipts, disbursements and the changes in fund balances for the six months ended June 30, 2018, six months ended December 31, 2018, and the year ended December 31, 2018 in accordance with the modified cash basis of accounting.

EMPHASIS OF MATTER

All property held in the Union Building Corporation is stated at cost and most have not been depreciated. In our opinion, these properties should be depreciated over their useful lives to conform with U.S. generally accepted accounting principles. The effects of this departure from U.S. generally accepted accounting principles on the accompanying financial statements are not reasonably determined.

RECONCILIATION OF CASH YEAR ENDED DEC. 31, 2018

CASH BALANCE - December 31, 2017	\$ 3,777,334.13
ADD-RECEIPTS:	
General Fund	\$ 131,547,462.93
Emergency Operation Fund	1,023,786.81
Strike and Defense Fund	71,180,766.83
Citizenship Fund	356,745.70
Education Fund	143,997.42
Civil Rights Fund	211,188.14
Recreation Fund	69,186.14
Retired Workers' Fund	9,097,811.97
Family Education Center Fund	4,607,371.33
Regional Activities Fund	3,730,422.99
Councils Fund	1,617,398.24
Sub Total, Funds Receipts	<u>\$ 223,586,138.50</u>
Total Receipts	<u>\$ 223,586,138.50</u>
Together	<u>\$ 227,363,472.63</u>
LESS - DISBURSEMENTS:	
General Fund	\$ 113,064,980.64
Strike and Defense Fund	23,173,565.36
Citizenship Fund	8,609,571.23
Education Fund	2,938,105.46
Civil Rights Fund	907,949.99
Recreation Fund	24,238.21
Retired Workers' Fund	8,381,785.31
Family Education Center Fund	6,293,853.83
Regional Activities Fund	4,266,354.72
Councils Fund	760,379.99
Sub Total, Funds Disbursements	<u>\$ 168,420,784.74</u>
Excess of Purchases Over Sales of Investment Securities	<u>\$ 6,847,205.93</u>
Excess of Purchases Over Sales of Investment Securities	<u>\$ 50,162,222.03</u>
Total Disbursements	<u>\$ 225,430,212.70</u>
CASH BALANCE - December 31, 2018	<u>\$ 1,933,259.93</u>

Independent Auditor's Report

BASIS OF ACCOUNTING

The Organization prepares its financial statements on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Consequently, some revenues and the related assets are recognized when received, rather than when earned, and some expenditures and liabilities are recognized when paid, rather than when

the obligation is incurred. Our opinion is not modified with respect to that matter.



CERTIFIED PUBLIC ACCOUNTANTS

ASSETS

CURRENT ASSETS:

Cash	\$ 1,933,259.93
Investment Securities	836,643,872.39

TOTAL CURRENT ASSETS **\$ 838,577,132.32**

OTHER ASSETS:

ACCOUNTS RECEIVABLE:

Miscellaneous Advances	\$ 8,099,831.70
Rotating Funds	160,000.00
Due from Strike & Defense Fund	5,104,275.55
	13,364,107.25

MORTGAGES RECEIVABLE:

Other	\$ 717,638.85
	717,638.85

NOTES RECEIVABLE 3,161,799.83

INVENTORIES:

Supplies for Resale	244,545.98
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OTHER INVESTMENTS:

Alternative Investments	\$ 69,761,864.69
Stocks	319,442.83
	70,081,307.52

TOTAL OTHER ASSETS **87,569,399.43**

FIXED ASSETS:

Furniture and Equipment	\$ 44,432,266.66
Vehicles and Equipment	1,742,758.34
	\$ 46,175,025.00

Less-Reserve for Depreciation	43,376,378.02
	\$ 2,798,646.98

PROPERTIES:

Union Building Corporation	\$ 123,811,648.25
Less-Reserve for Depreciation	2,435,857.30
	121,375,790.95

TOTAL FIXED ASSETS **124,174,437.93**

TOTAL ASSETS **\$1,050,320,969.68**

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES:

Accounts Payable:

Affiliated Organizations	\$ 1,977,741.82
Due to VEBA	6,561,406.24
Troubled Workers	1,033,671.86
General Fund Rebates	5,104,275.55
Local Union Rebates	5,755,885.17
Payroll Taxes Payable	161,012.77

TOTAL CURRENT LIABILITIES **\$ 20,593,993.41**

LONG-TERM LIABILITIES:

Due TO VEBA	\$ 100,435,543.14
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TOTAL LONG-TERM LIABILITIES **100,435,543.14**

TOTAL LIABILITIES **\$ 121,029,536.55**

FUND BALANCES:

Allocated to Current Assets:

General Fund	\$ 63,717,623.91
Emergency Operations Fund	35,358,014.50
Strike and Defense Fund	707,963,066.77
Citizenship Fund	10,515.89
Education Fund	13,421.54
Civil and Human Rights Fund	176,716.95
Recreation Fund	917,008.33
Retired Workers' Fund	17,852,001.10
Family Education Center	2,010,052.67
Regional Activities Fund	5,401,062.86
Councils Fund	5,157,647.80

\$ 838,577,132.32

Allocated to Other Assets:

General Fund	\$ 31,756,252.23
Strike and Defense Fund	58,958,048.58

90,714,300.81

TOTAL FUND BALANCES **929,291,433.13**

TOTAL LIABILITIES AND FUND BALANCES **\$1,050,320,969.68**

Independent Auditor's Report

SUMMARY OF FUND BALANCES FOR YEAR ENDED DECEMBER 31, 2018

GENERAL FUND:

Balance-Beginning	\$ 67,332,989.63
Add-Receipts	131,547,462.93
-Transfer of Funds from	
Strike and Defense Fund	2,418,210.36
Regional Activities Fund	391,494.45
Councils Fund	<u>129,498.92</u>
	\$201,819,656.29
Less-Disbursements	113,064,980.64
-Asset Disbursements	9,838,413.29
-Transfer of Funds to	
Citizenship Fund	8,240,000.00
Education Fund	2,775,000.00
Civil Rights Fund	855,000.00
Family Education Center Fund	3,125,661.98
Regional Activities Fund	<u>202,976.47</u>
Balance-Ending	<u>\$ 63,717,623.91</u>

EMERGENCY OPERATIONS FUND:

Balance-Beginning	\$ 34,334,227.69
Add-Receipts	<u>1,023,786.81</u>
	\$ 35,358,014.50
Less-Disbursements	<u>-</u>
Balance-Ending	<u>\$ 35,358,014.50</u>

STRIKE AND DEFENSE FUND:

Balance-Beginning	\$656,615,704.16
Add-Receipts	71,180,766.83
-Asset-Receipts	<u>5,774,570.61</u>
	\$733,571,041.60
Less-Disbursements	23,173,565.36
-Transfer of Funds to	
General Fund	2,418,210.36
Education Fund	<u>16,199.11</u>
Balance-Ending	<u>\$707,963,066.77</u>

CITIZENSHIP FUND:

Balance-Beginning	\$ 23,341.42
Add-Receipts	356,745.70
-Transfer of Funds from	
General Fund	<u>8,240,000.00</u>
	\$ 8,620,087.12
Less-Disbursements	<u>8,609,571.23</u>
Balance-Ending	<u>\$ 10,515.89</u>

EDUCATION FUND:

Balance-Beginning	\$ 16,330.47
Add-Receipts	143,997.42
-Transfer of Funds from	
General Fund	2,775,000.00
Strike and Defense Fund	<u>16,199.11</u>
	\$ 2,951,527.00
Less-Disbursements	<u>2,938,105.46</u>
Balance-Ending	<u>\$ 13,421.54</u>

CIVIL AND HUMAN RIGHTS FUND:

Balance-Beginning	\$ 18,478.80
Add-Receipts	211,188.14
-Transfer of Funds from	
General Fund	<u>855,000.00</u>
	\$ 1,084,666.94
Less-Disbursements	<u>907,949.99</u>
Balance-Ending	<u>\$ 176,716.95</u>

RECREATION FUND:

Balance-Beginning	\$ 872,060.40
Add-Receipts	<u>69,186.14</u>
	\$ 941,246.54
Less-Disbursements	<u>24,238.21</u>
Balance-Ending	<u>\$ 917,008.33</u>

RETIRED WORKERS' FUND:

Balance-Beginning	\$ 17,135,974.44
Add-Receipts	<u>9,097,811.97</u>
	\$ 26,233,786.41
Less-Disbursements	<u>8,381,785.31</u>
Balance-Ending	<u>\$ 17,852,001.10</u>

FAMILY EDUCATION CENTER FUND:

Balance-Beginning	\$ 570,873.19
Add-Receipts	4,607,371.33
Add-Transfer of Funds from	
General Fund	<u>3,125,661.98</u>
	\$ 8,303,906.50
Less-Disbursements	<u>6,293,853.83</u>
Balance-Ending	<u>\$ 2,010,052.67</u>

REGIONAL ACTIVITIES FUND:

Balance-Beginning	\$ 6,125,512.57
Add-Receipts	3,730,422.99
-Transfer of Funds from	
General Fund	<u>202,976.47</u>
	\$ 10,058,912.03
Less-Disbursements	4,266,354.72
-Transfer of Funds to	
General Fund	<u>391,494.45</u>
Balance-Ending	<u>\$ 5,401,062.86</u>

REGIONAL ACTIVITIES FUND:

Balance-Beginning	\$ 4,430,128.47
Add-Receipts	<u>1,617,398.24</u>
	\$ 6,047,526.71
Less-Disbursements	760,379.99
-Transfer of Funds to	
General Fund	<u>129,498.92</u>
Balance-Ending	<u>\$ 5,157,647.80</u>

GRAND TOTAL FUND BALANCES

\$838,577,132.32

REGIONAL NEWS



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