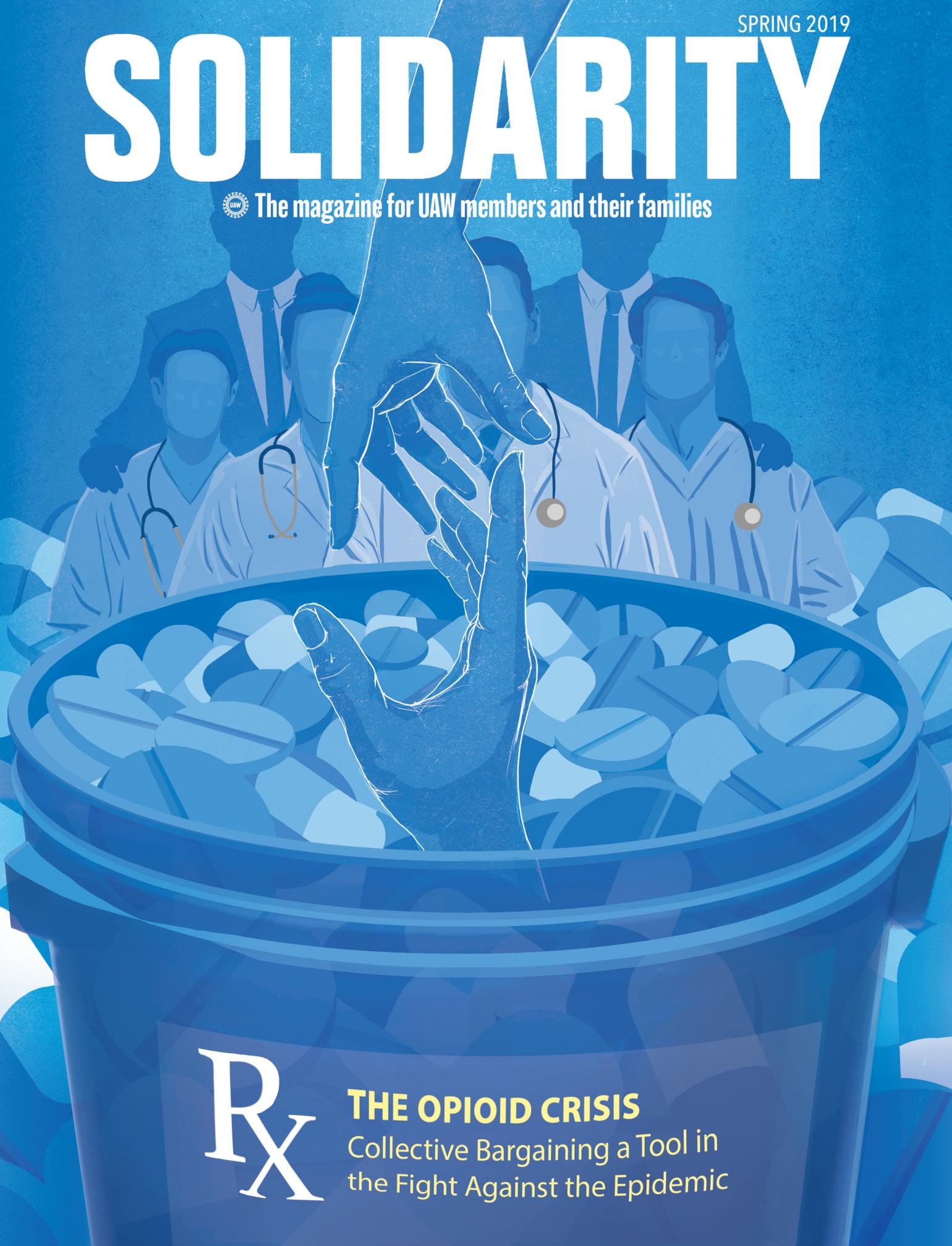


SPRING 2019

SOLIDARITY



The magazine for UAW members and their families



Rx

THE OPIOID CRISIS

Collective Bargaining a Tool in
the Fight Against the Epidemic

We're Making the Opioid Crisis a Negotiation Priority

The UAW is family. And families stand together to help one another. Unfortunately for the UAW and other families opioid addiction has become a serious, devastating issue that we must address. We must address it together.

Opioids and opioid addiction have affected us all. If you have a prescription for painkillers, you've been exposed to opioids. If you don't, you know someone who does. One in three Americans have a prescription for opioids, and prescriptions have almost quadrupled in the past decade. This trend has led to heart-breaking addictions for families across the country.

That includes one of our best leaders, UAW Vice President and Director of the UAW National Ford Department Rory Gamble and his family. In January, Gamble buried his granddaughter, Tori, after she overdosed on opioids at a party. Tori was just 21, a nursing student – a beautiful young woman with her whole future ahead of her. But at the party she ingested something laced with fentanyl and died that evening.

Prior to her death, Gamble had already been involved in this crisis by helping lead efforts to assist UAW members fight the impact of opioid addiction. He has witnessed the problems of substance abuse for most of his life, including a brother addicted to cocaine. Yet Gamble says this current crisis is like no other.

UAW members can be especially vulnerable to opioids. As manufacturing employees who stand for long periods of time, make repetitive motions for hours and often must perform heavy lifting, injuries are common. The traditional treatment is frequently prescription painkillers containing codeine, oxycodone or hydrocodone – all containing highly addictive substances.

Absolutely anyone who takes opioids is at risk of developing addiction. Your personal and family history – and the length of time you take opioids – is a factor, but the risk is there. It's impossible to predict who's vulnerable to eventual dependence on and abuse of these drugs. These drugs are deadly and responsible for the majority of overdose deaths in the U.S. today.

Here's why: When you take opioids repeatedly over time, your body slows its production of endorphins. The same dose of opioids stops triggering such a strong flood of good feelings. This is called tolerance. One reason opioid addiction is so common is that people who develop tolerance may feel driven to increase their doses so they can keep feeling good.

Once addicted, some people seek the cheaper, more accessible form of these drugs, which is heroin. Heroin is often laced with fentanyl, a synthetic opioid 50 times more potent than morphine.

It can happen to anyone – all just by starting with a legitimate prescription for something as simple as a back injury, or knee pain, hip problems ... the list goes on. Experts say it only takes five days from the time the doctor writes the prescription to the addicted feeling setting in.

In 2017, U.S. deaths from all drug overdoses, including opioids, were 72,287 and opioids alone accounted for 49,060.

That's why this summer I am proud to say that a top priority in UAW negotiations will be to ensure that preventive measures and treatment options for battling this crisis will be a top priority.

Now, when you mention collective bargaining, I'm sure that opioid prescriptions and addiction are not what spring to mind. But, throughout our history, the UAW has put the well-being of its members, their families, and their communities as a top priority. Our focus has always been comprehensive and remains so – which means that the UAW addresses the challenges that our workers face, and right now, one of the biggest challenges is the growing opioid crisis. There are now more deaths from drugs, two-thirds of which are opioid related, than from car accidents or gun violence in the United States.

So as we head to the bargaining table this summer, this is one of our key topics. As we negotiate, the UAW will work toward shining light on this challenge and finding innovative solutions to ensure that our brothers and sisters, and their families, have the help they need.

Already in place has been training for workers to respond to overdoses – which can save lives by administering Narcan, a drug that can stop an overdose.

But our focus will also be on prevention. We're currently piloting a pain treatment program as an alternative to opioid use. We're creating "Optimal Care Plans" for the prevention of dependency and addiction caused by chronic use of opioids and other painkillers.

Importantly, we will work to increase education and awareness, enhanced and expanded treatment options and programs, and training for worksite populations.

For workers who are struggling with addiction, we will negotiate for treatment, rather than punishment.

We want to change the workplace culture to one where you all feel comfortable talking about these issues, seeking the help you need and being aware of your health options long before drug addiction is a challenge. Even though these may be uncomfortable issues, they must be discussed so we can keep our membership safe, healthy and productive.

UAW members can be especially vulnerable to opioids. As manufacturing employees who stand for long periods of time, make repetitive motions for hours and often must perform heavy lifting, injuries are common.

What can fight addiction? More education, awareness and support for workers. Addiction is a disease. It can and should be treated like one.

Opioid addiction isn't happening to strangers, it is happening to our UAW family, to our children, our neighbors, our community members, and our brothers and sisters.

It's happening to our brothers and sisters like Rory Gamble and his family.

We promise to leave no member behind as we battle this crisis together.



Gary Jones

UAW V-CAP: Investing in Our Future

The UAW cannot use union dues to directly support federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-friendly candidates is voluntary political contributions from UAW members to UAW V-CAP (our union's political action fund).

Members can contribute to V-CAP in multiple ways. Many of our contracts have

"check off" which allows for direct contribution to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values. Send to:

**UAW National CAP
Department
8000 E. Jefferson Ave.
Detroit, MI 48214**



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COVER ILLUSTRATION BY MATTHEW WILLIAMS

New Mural at Local 598 Shows History of Eight Decades



Eight decades of fighting for economic and social justice were on display at Local 598 in Flint, Michigan, as the local's education committee revealed a mural that shows its proud history. The mural, unveiled earlier this year, honors the chartering of the local on Jan. 4, 1939.

The mural, which took about a

year to complete, was painted by Joe Hipkins, an artist who often attended local union meetings with his father, a Local 598 member, when he was a young boy. His labor background gave him the understanding of the spirit the local wanted to convey.

Local 598 President Ryan Buchalski said he believes that by honoring

our past the local will grow its solidarity and build a stronger future. The local union is in the process of displaying many of its past photos and newspaper articles throughout the union hall to educate members and to show anyone coming into the union hall the pride in Local 598.

Debi Kirchner, UAW Local 598

New Historical Marker Commemorates 1932 Ford Hunger March

In the midst of the Depression, unemployed autoworkers braved bitter cold temperatures and gathered at the Fort Street bridge that leads to the Ford Motor Co. Rouge Plant. On March 7, 1932, they attempted to present a list of demands to Henry Ford in what became known as the 1932 Ford Hunger March.

Ford responded violently as police and Ford's private security attacked the marchers, killing five and injuring many more. No one was ever prosecuted for those crimes. Workers who participated faced reprimands and dismissals. A pivotal moment in the history of the UAW, it would still take another nine years before Henry Ford relented and workers at the automaker won UAW recognition and their first contract.

Local 600 dedicated a marker to the 1932 Ford Hunger March in April. Local 600 President Bernie Ricke said the

bridge was rebuilt in 1992, but the original marker was not included on the bridge because it was new and no longer historically accurate. The local preserved the marker until it could be rededicated outside Local 600 on April 24.

The event was attended by union members and historic preservation officials, as well as by U.S. Rep. Debbie Dingell, D-Michigan.

"I'm so proud to have the Rouge plant in my district and whenever anybody comes, I want them to tour it and understand the history of the auto industry, which is told in that plant," Dingell said. "It's a safe place to work because unions fought

to make sure that you had a safe place to work. So today we're celebrating the blood, sweat and tears of those who went before us to ensure that all of us had a better life today."



Organizing Success Continues in Las Vegas as 2,000 Gaming Workers Vote YES for UAW

There's nothing lucky about the continuing movement of Las Vegas gaming workers joining the ranks of the UAW. Rather, it's a recognition that as they grow in number, they grow in strength. That strength can be used to resolve or improve a variety of workplace issues.

Earlier this year, more than 2,000 gaming workers at six Las Vegas casinos voted to join the UAW, which is continuing its success at building strength through union density on The Strip.

On April 12, 57 MGM guest representatives who work in the slot department of the casino were certified by the National Labor Relations Board as voting in favor of UAW representation on Jan. 24.

Almost 550 gaming dealers at Caesars Palace voted to join the UAW on March 20.

And on March 17, almost 1,500 table games dealers from Bally's, Harrah's, Paris and the Wynn casinos voted to join the UAW.

"Anytime workers overcome obstacles so they can sit at the bargaining table is a victory for all Las Vegas workers," UAW President Gary Jones said. "It lifts all boats."

The UAW already represents gaming workers at the Cromwell, Flamingo/Margaritaville and LINQ casinos.

"We welcome these workers into the UAW family and look forward to getting down to business and bargaining great contracts." said Vance Pearson, director of UAW Region 5, which includes Nevada. Nationwide, the UAW now represents well over 10,000 gaming workers at 27 casinos.

For MGM guest representative LeeAnn Ballenger, having a union will improve communication between guest services and management, which is a win-win for MGM customers.

"It's going to be great to be able to talk to the company with a real voice in our workplace," said Ballenger. "Things like having consistent policies and a voice in how they are implemented is important to all of us and in the end will improve the visits of our guests."

Caesars table games dealer Martina Castle said, "There is an immense benefit to not being just one employee with just one voice. Having the opportunity to come together as one voice that represents the interests of all unionized dealers in Las Vegas is a very valuable asset."



The Flamingo/Margaritaville casinos on The Strip were the first to be organized and set the stage for thousands of other Las Vegas gaming workers to join the UAW.

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Vice presidents: Cindy Estrada, Terry Dittes, Rory Gamble

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We Are One!

Special Bargaining Convention Wraps With a Road Map for Upcoming Negotiations

In 1936-37, UAW members in Flint, Michigan knew that they couldn't rely on the goodwill of General Motors for decent wages and working conditions. When they sat down and refused to work or leave their plants, they made sure they were prepared for the fight to bargain, not just for themselves, but for generations to come.

As they discovered generations ago, preparation and solidarity will always be the building blocks for successful contract negotiations.

Circumstances may be different for UAW members at the Big Three automakers today, but as UAW President Gary Jones said, the UAW is prepared.

Jones told the 900-plus delegates at the 2019 Special Bargaining Convention held in March in Detroit that there will be an immediate increase in strike pay and another to take effect in January in preparation for the coming negotiations.

"We are preparing for a conflict and we are choosing to rely upon ourselves rather than rely on the goodwill of others," Jones said on the convention's final day. "The battle may not come if others see how serious we are and how ready we are."

The UAW holds a special bargaining convention every four years to provide local unions from all industries and worksites with guidance on how to approach the next set of negotiations. Delegates who were elected by members at their local unions overwhelmingly adopted a resolution on a variety of workplace issues, including wages and benefits, health and safety, quality, job security, health insurance and pensions, opioid abuse, advancing technology, and many others. A copy of the



Derrick Johnson, president and CEO of the national NAACP criticized General Motors for having the 'audacity' to close plants after what UAW members and American taxpayers did to save it from catastrophe.

resolution can be found on the UAW website: uaw.org/sbc.

"The UAW will not be quiet when the automakers seek to idle or close plants," Jones said. "No more shipping jobs abroad without a sound. They are on notice."

The UAW vice presidents responsible for negotiations at Ford, GM and FCA US introduced their bargaining teams and gave delegates a status report on their respective departments. Vice President Terry Dittes, who directs the union's General Motors

Department, said GM builds more than 700,000 vehicles annually in Mexico yet already this year idled three U.S. plants, with another slated to idle by year's end. GM assembles the fewest number of cars in the United States compared to Ford and FCA US.

"In our opinion, based on the contract, they violated the contract, and there was an agreement to keep them operating through the life of the agreement," Dittes told delegates.

Vice President Rory Gamble, who directs the union's National Ford Department, said Ford has experienced years of good times and members expect to share in the profits they helped make.

"Negotiations are going to be tough," Gamble said. "Our members are going to be prepared for the fight ahead."

Vice President Cindy Estrada, who directs the union's FCA US Department, said the recent announcement of \$4.5 billion additional investment in Chrysler facilities, plus a new assembly plant in Detroit, came about because of the hard work UAW members put in.

"Our UAW Chrysler workers turned this company around," Estrada said. "There was a time when people were writing off Chrysler. The Chrysler workers here and everywhere deserve a hand because we know the reason Chrysler is doing better is because of the work that UAW members do."

UAW Secretary-Treasurer Ray Curry, who heads the union's Heavy Truck, General Dynamics and Agricultural Implement (Ag Imp) departments, said there has been record hiring in the heavy truck industry.

"Contracts negotiated by our members in heavy truck have resulted in wage increases, improved benefits, and elimination of the second tier," Curry said.

But future policy decisions made on global trade and in defense spending could benefit or harm workers in Ag Imp and defense industries, respectively.

Curry also updated delegates on the UAW's financial position, noting the UAW has a balanced budget and a healthy Strike and Defense Fund of \$767 million.

The convention also featured speakers, including Derrick Johnson, president of the NAACP, who criticized GM's "audacity," and reminded members that if they don't stand together, they will lose the advances made by previous generations of UAW members.

"You are the history to be made," he said. "If you only rely on the past, you are not prepared for the future."



President Gary Jones listens to the debate on one of the topics presented in the bargaining resolution that members overwhelmingly approved at the 2019 Special Bargaining Convention in Detroit.



Region 5 Director Vance Pearson hoists the award for being the region with the most V-CAP contributions. It is the 19th year out of the last 20 that Region 5 has won and it is the first region to raise over \$2 million.

2019 Special Bargaining Convention

Big Three Bargaining Committees Introduced

Direct local involvement in bargaining is the UAW way and the women and men elected by their coworkers to sit down with the Big Three automakers are poised to hold countless hours of negotiations. The bargaining committees at the Big Three automakers were introduced at the 2019 Special Bargaining Convention.

“These bargaining teams, as elected by their coworkers, are a mix of seasoned negotiators and many new faces,” said UAW President Gary Jones. “We are confident that when they are finished with their work that members will be able to vote on contracts that reflect and advance their interests. The International Union will do everything it can to aid and advise these committees as they go about their critically important work.”



Local 600's Bernie Ricke

The UAW National Negotiating Committee at Ford is chaired by Bernie Ricke, president of Local 600, Rouge Complex, Dearborn, Michigan. The secretary is Dwayne Walker, president of Local 900, Michigan Assembly, Wayne, Michigan. “Our members have helped Ford

earn substantial profits over the last four years and deserve to be compensated justly for their hard work and dedication,” Ricke said. “The committee enters this set of negotiations determined to win a contract that benefits our members, the company and the communities where our facilities are located.”

Sub-Council 1

Tony Richard, Local 600, Region 1A, Rouge Complex, Dearborn, Michigan

Sub-Council 2

Larry Stewart, Local 3000, Region 1A, Flat Rock Assembly, Flat Rock, Michigan

Tommy Kottalis, Local 551, Region 4, Chicago Assembly, Chicago, Illinois

Jon Jagger, Local 862, Region 8, Kentucky Truck, Louisville, Kentucky

Mike Donovan, Local 2000, Region 2B, Ohio Assembly, Avon Lake, Ohio

Sub-Council 3

Greg Tyler, Local 600, Region 1A, Rouge Complex, Dearborn Michigan

Mike Beydoun, Local 900, Region 1A, Michigan Assembly, Wayne, Michigan

Sub-Council 4

Dale Rogers, Local 897, Region 9, Buffalo Stamping, Buffalo, New York

Roger Maag, Local 1219, Region 2B, Lima Engine, Lima, Ohio

Sub-Council 5

Frank Murray, Local 898, Region 1A, Rawsonville Components, Ypsilanti, Michigan

Paul Lafave, Local 2280, Region 1, Van Dyke Transmission, Sterling Heights, Michigan

Sub-Council 7

Andy Weakland, Local 186, Region 5, Denver HVC, Denver, Colorado

Sub-Council 8 (Salaried)

Tim Kinney (Chairman), Region 1A, Local 1970, Dearborn, Michigan

Pam Wilson, Local 863, Region 2B, Sharonville, Ohio

Valerie Rogers, Local 1250, Region 2B, Cleveland, Ohio

Tom Lane, Local 1970, Region 1A, Dearborn, Michigan

Jason Germonprez, Local 400, Region 1, Utica, Michigan



Local 652's Ted Krumm

The UAW National Negotiating Committee at General Motors is chaired by Ted Krumm, Local 652, Lansing Grand River and Lansing Regional Stamping plants, Lansing, Michigan.

“The UAW membership has been the driving force behind returning General Motors back to profitability,” said Krumm, a member of Sub-Council 2. “I will work hand-and-hand with each member on the TOP negotiating team and represent our great members at the bargaining table.”

Sub-Council 1

Anthony Cheatham, Local 651, Region 1D, Flint East, Flint, Michigan
Alternate: Steve Goertemiller, Local 696, Region 2B, Dayton SPO, Dayton, Ohio

Sub-Council 2

Alan Chambliss, Local 2250, Region 5, Wentzville Assembly, Wentzville, Missouri

Alternate: Vacant

Alan Chambliss, Local 2250, Region 5, Wentzville Assembly, Wentzville, Missouri

Alternate: Eric Welter, Local 598, Region 1D, Flint Truck Assembly, Flint, Michigan

Sub-Council 3

Chuck Herr, Local 774, Region 9, Tonawanda Powertrain, Tonawanda, New York

Alternate: Guy White, Local 239, Region 8, Baltimore Powertrain, Baltimore, Maryland

Jeff King, Local 14, Region 2B, Toledo Powertrain, Toledo, Ohio

Alternate: Joe Garrett, Local 163, Region 1A, Romulus Powertrain, Romulus, Michigan

Mike Branch, Local 686, Region 9, Lockport Components, Lockport, New York

Alternate: Willie Holmes, Local 167, Region 1D, Grand Rapids Components, Wyoming, Michigan

Matt Collins, Local 292, Region 2B, Kokomo Components, Kokomo, Indiana

Alternate: Todd Campanella, Region 9, Local 1097, Rochester Components, Rochester, New York

Sub-Council 4

Ed Smith, Local 160, Region 1, Warren Technical Center, Warren, Michigan

Alternate: Ryan Hiestand, Region 9, Local 977, Marion Metal Center, Marion, Indiana

Sub-Council 5

Earl Fuller, Jr., Local 160, Region 1, Warren Technical Center, Warren, Michigan

Alternate: Willie Wallace, Local 659, Region 1D, Flint Metal Center, Flint, Michigan

Mike Plater, Local 22, Region 1, Hamtramck Assembly, Hamtramck, Michigan

Alternate: Scott Moore, Local 440, Region 2B, Bedford Powertrain, Bedford, Indiana

Kenneth Fountain, Local 1868, Region 1, GM Technical Center, Warren, Michigan

Alternate: Vonda Gibson, Local 2250, Region 5, Wentzville Assembly, Wentzville, Missouri

Michael McClain, Local 2209, Region 2B, Fort Wayne Truck Assembly, Fort Wayne, Indiana



Local 1268's Tim Ferguson

The UAW National Negotiating Committee at FCA US is chaired by Tim Ferguson, Local 1268, Belvidere Assembly, Belvidere, Illinois.

“Our committee is ready to get down to the hard work of making our positions clear to the company and winning a contract the members deserve,” Ferguson said. “We know we have the members behind us as we get ready to sit down at the bargaining table.”

In-State Assembly

Venus Paul, Local 7, Region 1, Jefferson North Assembly Plant, Detroit, Michigan

Out-of-State Assembly

Tim Ferguson, Shop Chairman, Local 1268, Region 4, Belvidere Assembly, Belvidere, Illinois

Stamping

Mario Richards, Local 869, Region 1, Warren Truck Assembly, Warren, Michigan

In-State Engine and Axle

Lorenzo Jamison, Shop Chairman, Local 723, Region 1A, Trenton Engine, Trenton, Michigan

Out-of-State Engine and Axle

Matt Jarvis, Committeeman, Local 685, Region 2B, Kokomo Transmission, Kokomo, Indiana

Skilled Trades

Terry Perrino, Local 1264, Region 1, Sterling Stamping, Sterling Heights, Michigan

Miscellaneous Plants

Brian Cottingham, Local 1166, Region 2B, Kokomo Casting Plant, Kokomo, Indiana

National Parts Depot

John Markovski, Local 1248, Region 1, Centerline Parts Centerline, Michigan

Field Parts, Depots

Mike Kalman, Local 573, Region 2B, Cleveland Parts, Cleveland, Ohio

Salaried Bargaining Unit, Office and Clerical

Tammy Wiser, Local 868, Region 8, Atlanta Parts, Atlanta, Georgia

Salaried Bargaining Unit, Engineering

Jerry Witt, Local 412, Region 1, Chrysler Technical Center, Auburn Hills, Michigan

Scott Moldenhauer, Local 212, Region 1, Chrysler Technical Center, Auburn Hills Michigan

Ulanda Caldwell

Management Analyst

Local 1981
Freelance Writer
Region 9A
Based in Detroit,
Michigan



“I’m a management analyst. I do strategic plan writing for my clients as well as business writing and I write for grants. Right now, I’m working from home. I have clients who are all over, so I work remotely. My day usually consists of me reaching out to my clients, helping them set up their strategic planning, forecasting out for them and getting them set up to receive grants. So, for the most part, I do a lot of work with grassroots, nonprofits, LLCs and getting them established or in a position to apply for grants and then look at what level they’re feeding into the community and maintaining their sustainability within the community. You want to be active in organizations that will affect the livelihood of your community and the UAW has been very instrumental in doing the things on a very personal basis for residents – projects that dealt with kids, seniors and that’s what’s important to me.”

Jennifer Tu

Assembly Worker

Bargaining Chair, Local
167
North America Fuel
Systems Remanufacturing
Region 1D
Kentwood, Michigan



“I’m an assembly worker. The unit where I work is remanufacturing diesel and pump injectors for the highway trucks. So, what we do is bring it in, we take them apart, we refurbish the gauge system, clean it and we put them together like a new injector. On a daily basis, I’m working for the department they call an H-JAB injector. We do everything from the start to the finish. We have job rotation and as bargaining chair I have four hours to do production like any other worker on the floor. The next four hours I have a duty as a bargaining chair working on union work. When I found a company that had a union, I began to learn what a union is all about and what they do. They do things for the worker. It doesn’t matter the color of your skin, where you come from, or what language you speak – they represent and help you like a brother and sister. That’s what makes me be willing to put in my time, my life, for this union, for the people who cannot stand up for themselves.”

2019 Special Bargaining Conference

Organizing Update: 29,000 New UAW Members Since 2015



In the face of significant corporate challenges and obstacles, the UAW has organized over 29,000 members in new workplaces since 2015, Director of UAW Organizing Tracy Romero told delegates at the March Special Bargaining Convention.

This is in opposition to the over \$1 billion spent annually by corporations and anti-union organizations to defeat workers who demand bargaining rights in the workplace.

And those resources do not include

the constant use by companies of threats, intimidation and obstacles to organizing. Nor do they include an increasing effort by radical legislators to create laws that make organizing difficult to achieve and create strong odds in the workplace.

But Romero said that unorganized workers who want a union have tough obstacles thrown at them. Research shows a union supporter is fired by the boss in one out of three organizing campaigns. Anti-union consultants are hired in three out

Neal Lazarus

Aerospace

President, Local 788
Lockheed-Martin
Region 8
Orlando, Florida



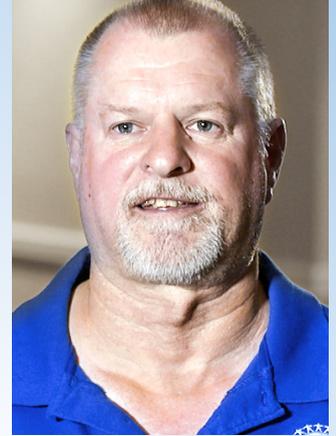
“At Lockheed-Martin in Orlando we build a lot of defense contract programs dealing with vision, navigation, and those types of systems for the government. It does me good to help my membership.

Lockheed-Martin is a huge corporation that at times likes to be a bully so through the UAW we are able to have a voice for those who can't speak for themselves. A lot of our members do everything from assembling the hardware, receiving hardware, shipping it around the United States, packaging anything dealing with making sure our product works the first time, every time. The UAW has meant a lot to my family. First of all, taking care of wages and benefit packages. I have two daughters now and I was able to make sure they had good health insurance, dental insurance, vision insurance, not to mention that I had a safe working environment to take care of my family.”

Brian Bay

Table Games Dealer

President, Local 3555
Flamingo Casino
Region 5
Las Vegas, Nevada



“I work at the Flamingo Casino. I'm a table games dealer. I basically deal the games, mainly craps, but I do deal some blackjack and three-card poker. I work at our pool all summer. Our local represents the casino

cage that cashes people's checks and people turn in their chips for cash. We have the count rooms that are the ones that empty all of the money boxes and they're the ones responsible for counting all of the money down in the basement's locked vault. We have the retail clerks that run all the retail shops and things like that. And we have the slot attendants that assist you when you need change or have a problem with your machine. I didn't know the UAW was in gaming. As soon as I learned from some members in Atlantic City, I knew I had to be part of that and helped to bring UAW organizing here to Las Vegas.”

of four organizing drives. Almost 90 percent of the workers the UAW tries to organize are forced to sit through one-on-one meetings with their direct supervisors who routinely bash unions.

“It's those workers who have the toughest job,” Romero told delegates. “It's those workers who are taking a stand against their boss with little to no protection. It's those workers who are up against the bosses' anti-worker and anti-union legislation or the bullying tactics day in and day out.”

Yet thanks to the courage of these workers, many have found success and a seat at the bargaining table. There were nine new gaming units at the time of the convention, and

Over \$1 billion is spent annually to defeat workers who demand bargaining rights in the workplace.

five additional units in Las Vegas joined in votes that took place after the convention. There are 11 new higher education units, seven Technical, Office and Professional units, five new health care units,

47 new Independent Parts and Suppliers units, and one new Transnational unit.

“In 2018, we organized almost 16,000 new members. I, like all of you in this room, were not a part of the Battle of the Overpass or the Flint Sit-down Strike. But if those workers could do it and if the 16,000 from 2018 could stand their ground, I challenge all of you to ask yourself what it is you can do to support workers with no protection, no guarantees or no contract.”

Dangerous Polar Vortex No Match for UAW Volunteers

A polar vortex is a large pocket of very cold air which sits over the polar region and then is pushed southward by arriving warmer air. That frigid air can occasionally reach the Upper Midwest. One occurred at the end of January and temperatures in Sheboygan, Wisconsin, dropped as low as minus 23 degrees with a minus 54-degree wind chill.

Many schools and businesses were closed. Even the U.S. Post Office closed rather than subject its workforce to that kind of frigid air.

But people depend on certain services to survive from day to day, including Meals on Wheels of Sheboygan County. Meals on Wheels uses volunteers to deliver food to senior citizens who have a difficult time getting a meal for a variety of reasons.

When the call for volunteers reached the small unit of UAW Local

1076, which represents six workers at K/P Welding and Fabricating, Inc., Harry Cook and Nick Vugrinovich wanted to make sure homebound senior citizens were taken care of in the extreme weather.

“They thought they weren’t going to get their meals,” Cook, a 30-year seniority worker, recalled. “They were really appreciative.”

Cook and Vugrinovich, both metal fabricators, delivered about 25 meals in the frigid temperatures. True Wisconsinites, they took the extreme cold in stride.

The men also had the opportunity to check on the safety and well-being of those to whom they delivered meals.

“It worked out super,” Cook said, adding that he would do the same again if the need was there.

“I know someday, I might need help,” he said.



Local 1076 members Nick Vugrinovich, left, and Harry Cook didn’t let minus 23-degree temperatures or a minus 54-degree wind chill stop them from delivering meals to seniors.

Lear Workers in Flint, Michigan, Join UAW

Nearly 600 employees of the new Lear manufacturing facility in Flint agreed to join the UAW in early May.

“We are thrilled to bring Lear’s exceptional workers into the UAW family, and are excited about the prospect of new jobs available in Flint,” said Gary Jones, president of the UAW. “The UAW represents over 400,000 members and has welcomed over 10,000 new members since August. We welcome these workers and the opportunity to be a part of Flint’s rebirth. We look forward to getting down to business, bargaining great contracts, and helping our new members make a positive impact on the community.”

The Lear UAW employees will be represented by Local 659 in Flint. A card-check certification presentation – a method for employees to organize into a labor union in which a majority of employees in a bargaining unit sign authorization forms – was held on Thursday, May 2 by Genesee County Sheriff Bob Pickell.

Lear Corporation, a leading global supplier of

automotive seating and electrical systems, opened the new manufacturing seating facility in Flint in August 2018. The plant is on 30 acres of what used to be known as Buick City.

The world-class, 156,000-square-foot manufacturing plant brings more than 400 new Lear jobs to the Flint area, with plans to employ 600 team members at the facility by the end of 2019. The facility will build all front and rear seats for the General Motors Flint Assembly plant and the center console seats for the General Motors Fort Wayne Truck plant in Indiana.

Lear’s Flint plant is the first major automotive supplier manufacturing facility built in Flint in more than 30 years.

“We are excited to welcome these workers into the UAW and into our region,” said UAW Region 1D Director Gerald Kariem. “They’ve already taken a huge step in making a better workplace for themselves. We look forward to helping them secure a first contract that accomplishes the same goal.”

Local 685 Focuses Efforts on Services to Veterans

PHOTO BY KIM STORY / UAW LOCAL 685



The Local 685 Veterans Committee does a great deal in the Kokomo, Indiana, community, including focusing on Jackson Street Commons, which houses 27 resident veterans.

The Local 685 Veterans Committee, with help from the brothers and sisters at Local 1302 and the community, were able to raise more than \$16,000 for veterans and veterans' agencies in 2018 and this year plenty more events are scheduled.

In 2018, the local used events such as a comedy show, a golf tournament, a gate collection and its 0.5k Underachiever's Run to raise funds. A major focus was on the Jackson Street Commons, which hosts 27 resident veterans. The goal was to get each of them a blanket with a logo of their respective branch of service and a gift card to help with food. Enough was raised to spend \$150 on each resident.

The committee isn't slowing down as it has three big events scheduled, including another Underachiever run, a motorcycle poker run and a golf outing.

*Jimmy Shaw
UAW Local 685*

Churned with Pride

UAW Members Make Land O'Lakes Butter in Ohio

Did You Know? Butter makes just about everything taste better. And UAW members in Kent, Ohio, have been churning delicious Land O'Lakes butter products since the early 1980s. Whether it's the quarter cup sticks in packages of four, the smaller packets that come with breakfast at the local diner, or the various butter products that come in tubs, the 140-member unit of Local 70 churns the product, lets it sit for 72 hours and then ships it to warehouses in Pennsylvania, Illinois, Tennessee and California.

"Quality is the key," Ziegler said. "After so many hours, we shut down and clean," Ziegler said. "We feel real good about that. We are top notch when it comes to quality."

These are quality jobs, too, he said. The plant is an older one and that can make workers apprehensive when the company considers the future. But management has invested millions in an expansion project, making the membership feel more secure.

Members are proud of their contract. Paid time off mirrors that of the Big Three and the unit is preparing to negotiate a new agreement this year. There isn't a lot of turnover — Ziegler has been there 28 years and is only 20th on the seniority list.



Local 70 Bargaining Chairman Matt Ziegler says keeping the plant clean to ensure a quality product is emphasized at Land O'Lakes.



THE OPIOID CRISIS

Tackling Opioid Abuse

The UAW Seeks a Collective Bargaining Solution to a Public Health Crisis

It's virtually a certainty that everyone knows of someone struggling with opioid abuse and dependency. Whether it's themselves, a family member, a friend, a coworker or someone else, the devastation caused by opioids has reached epidemic proportions.

The statistics are staggering. According to the U.S. Centers for Disease Control (CDC), nearly 400,000 Americans have died from opioid addiction from 1999 to 2017, with 72,000 dead from overdoses in 2017 alone. Every day, 130 Americans die from an opioid overdose. Millions more are addicted or dependent on opioids, with hundreds of thousands of hospital admissions for overdoses. It is the leading cause of death for Americans under age 50. Police and other first responders regularly carry Naloxone, a medication designed to rapidly reverse the effects of an opioid overdose.

The cost to the U.S. economy is estimated at \$400 billion a year.

Delegates at the 2019 UAW Special Bargaining Conference overwhelmingly passed a resolution that provides guidance to bargaining committees in negotiating medical care, education, employee assistance programs and other help to treat and prevent opioid addiction.

"This country is struggling with the problem of opioid addictions. It has become an epidemic, and it affects our entire membership," UAW President Gary Jones told delegates in March. "Whether it is a brother or sister struggling with addiction, or watching while a family member struggles, this is a tough issue. This is a life and death issue, which we will make part of our national negotiations."

The tragedy hit home earlier this year for UAW

Vice President Rory Gamble, who will lead bargaining between the union and Ford Motor Co. later this year. His 21-year-old granddaughter, Tori, a nursing student, overdosed in January.

"She was beautiful and now she's gone," Gamble said.

How Did it Get This Bad?

Opioid abuse is the worst human-made epidemic in modern medical history. In the past 15 years, sales of prescription opioids have nearly quadrupled, with approximately 1 in 3 Americans having a prescription

for an opioid. A National Survey on Drug Use and Health found that 4.3 million Americans engage in nonmedical use of an opioid each month. In industries where workers have physically demanding jobs, perform repetitive motions, or spend long stretches of time on their feet, opioid abuse rates are even higher.

An opioid is a class of drugs used to reduce pain. Examples of prescription drugs are oxycodone, hydrocodone,

morphine, methadone, and fentanyl. There are illegal opioids such as heroin and illegally produced fentanyl and other synthetic opioids, which are often mixed with other drugs. Fentanyl overdoses are up 540 percent in three years and deaths from synthetic opioids, mostly fentanyl, increased from 3,000 in 2013 to 20,000 in 2016. In many cases, drug users don't know that the drug they are using has fentanyl in it. Fentanyl is 100 times more potent than heroin, according to the CDC.

Purdue Pharma, which was established by three psychiatrists and brothers, Mortimer, Raymond and Arthur Sackler, developed OxyContin in 1996, a version of oxycodone reformulated in a slow-release form. It

According to the U.S. Centers for Disease Control (CDC), nearly 400,000 Americans have died from opioid addiction from 1999 to 2017, with 72,000 dead from overdoses in 2017 alone.

Opioid addiction is not a moral failing or caused by lack of willpower. It causes changes in the brain that lead to drug-seeking behavior and the avoidance of withdrawal.

was heavily promoted and advertised to physicians and is largely blamed for the opioid crisis in the U.S. In just a few years after the drug's introduction, annual sales reached \$1 billion. Purdue Pharma gave out 340,000 free samples. Prescribers were given gifts, free trips and were wined and dined. Salespeople were paid \$60 million in bonuses, according to numerous state and federal lawsuits that have been filed against Purdue Pharma and the Sackler family for their alleged roles in marketing opioids.

Understanding Addiction

To fight opioid addiction, one must first understand that opioid addiction is not a moral failing or caused by lack of willpower. It causes changes in the brain that lead to drug-seeking behavior and the avoidance of withdrawal. The drug changes the brain in ways that make quitting hard, even for those who want to. It takes more than good intentions or good will, according to Jonathan D. Rosen, a certified industrial hygienist and consultant.

"We need to change the workplace culture so that workers can talk about these uncomfortable issues," Rosen said. "It takes a totally different approach by employers and their policies."

That approach centers on understanding that addiction is a disease and in breaking the stigma attached to drug abuse. Language matters. Calling people junkies or addicts or other derogatory terms adds to the stigma and prevents people from coming forward to get help. Support and compassion go a long way for people who are suffering from a substance use disorder. Negotiating for comprehensive treatment is the goal.

"Regrettably, many employers do not recognize addiction as a common illness that affects a wide array of people. It is often treated with judgment and bias," said Paul LaFave, president of UAW Local 2280 in Utica, Michigan, and a member of the UAW Special Bargaining Convention Resolutions Committee.

"However, addiction is a disease like any other and should be treated as such," LaFave told delegates.



Paul LaFave, president of UAW Local 2280 in Utica, Michigan.

Treating Addiction

Unions have used the collective bargaining process in the past to address problems in society such as racism, inequality, retirement security and health

care, among others. The opioid abuse epidemic, too, can be addressed this way. The UAW has always been at the forefront of programs designed to help workers with personal issues that affect not only their job performance, but their personal lives. Addiction can take a massive toll on workers, their families, communities and society. It can affect their safety and the safety of others in the workplace. Clearly, opioid abuse is a problem that union members cannot ignore, nor can it be left for employers to "solve" on their own.

The resolution passed overwhelmingly by delegates at the convention urges local bargaining committees to seek:

- The creation of "Optimal Care Plans" through the expansion of employer funded, union administered Employee Assistance Programs (EAPs) for the prevention of dependency and addiction caused by chronic use of opioids or other potentially addicting chemicals.

- Increased education and awareness related to the complexities of opioid and other substance abuse addictions for workers and their families.
- Enhanced and expanded treatment programs.
- Treatment, rather than punishment, for workers with addiction.
- Continually updated training for





THE OPIOID CRISIS

Opioid Addiction is a Disease

- Opioid misuse is not a moral failing or caused by lack of willpower.
- It causes changes in the brain that lead to drug seeking behavior and avoidance of withdrawal.
- The drug changes the brain in ways that make quitting hard, even for those who want to.
- Quitting takes more than good intentions or good will.



Sources: NIDA and CDC

Scope of the Problem



As many as
1 in 4
people

receiving prescription opioids long-term in a primary care setting struggle with **addiction**.

Source: CDC

What is an Opioid?

- A class of drugs used to reduce pain.
- Prescription opioids are prescribed to treat moderate to severe pain, but have serious risks and side effects. Examples: oxycodone, hydrocodone, morphine, methadone and fentanyl.
- Illegal opioid: heroin, illegally produced fentanyl and other synthetic opioids.



Tools for Injured Workers

Injured workers should be prepared to talk to their doctors about:

1. Opioid avoidance. Alternative pain treatment methods such as acetaminophen, ibuprofen, ice, physical therapy, chiropractic, etc.
2. Limiting opioid prescriptions for short term use (3-7 days).
3. Don't start with long-acting opiates and use the lowest possible dose.
4. Talk about expectations - 100% pain-free may not be realistic.
5. If a prescription is given, make sure you know the risks.



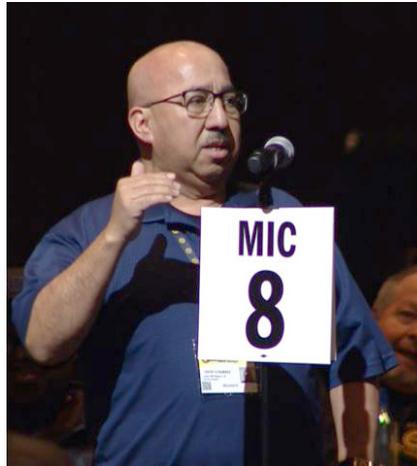
THE OPIOID CRISIS

entire worksite populations, including supervisor training.

- The inclusion of appropriate UAW representatives in developing objective written workplace policies related to addressing, treating, or testing formats that contain confidential medical information.
- Written policies, where necessary, that are non-punitive and administered in a manner consistent with labor contracts and state and federal law.

Don Yacavone, president of Local 1326 at Pall Trinity Micro Corp. in Cortland, New York, said he supports the resolution because he has seen the effects of the opioid crisis.

“In the past two years in our facility, I’ve personally had a handful of instances that involve the opioid crisis. I have seen firsthand how this crisis not only affects the



Bobby Ramirez, Local 600

individual. I’ve witnessed how it affects families of the individual. I truly believe that it’s important to give the right avenues for help, with a path of recovery.”

Bobby Ramirez, a Local 600 member who works for Ford in Dearborn, Michigan, had not planned on speaking to delegates about his substance abuse problem. But his firsthand knowledge allowed him to speak from the heart about what is possible.

“I’ve got 28 years clean and sober,” Ramirez said to applause. “And because of the UAW, I got help 28 years ago. We negotiated for me to get help, through treatment. I

rise in support of this resolution because it’s not just about saving our jobs, but it’s about saving our lives, our families, our friends.”

What Does the ‘New’ NAFTA Mean for U.S. Workers?

Not much.

Two new reports were recently released forecasting the economic effects of the renegotiated NAFTA, the USMCA.

At best, only minimal economic gains were forecast for the U.S.

1. The International Monetary Fund (IMF) actually forecasted the USMCA would reduce the U.S. Gross Domestic Product (GDP). Why?

Primarily, IMF concludes that the USMCA adds costs to goods, which in turn will reduce sales.

More importantly, the IMF predicts that the new Rules of Origin requirements for autos will ‘lead to a decline in the production of vehicles and parts in all three North-American countries.’

2. The Trump administration’s U.S. International Trade Commission (ITC) forecasts the ‘New’ NAFTA would only increase U.S. GDP by .35 percent and increase U.S. employment by only 176,000 workers, barely one tenth of 1 percent over six years.

The Trump administration’s ITC estimates are that the ‘New’ NAFTA will only create a net gain in the auto industry of 28,100 full-time jobs. In fact, the ITC estimates that there will be a decrease in auto assembly jobs of minus

1,600 jobs and an increase in auto parts jobs of 29,700 jobs. The Economic Policy Institute estimates that more than 850,000 U.S. jobs were lost due to NAFTA between 1993 and 2013.

The ITC also estimates that there will be moderate price increases, causing a 140,000 decline in auto sales and an increase in U.S. imports from outside North America.

- UAW Research Department



The 2019 UAW International Finals Bowling Championship



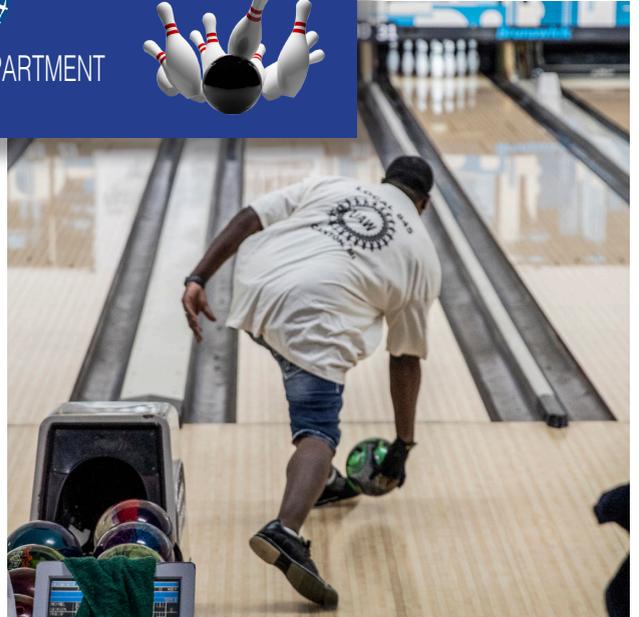
WINNERS!

TEAM

LOCAL: **977** REGION: **2B**
Tyson Robinson
Rick Kunzer
Shannon Robinson
Doug Sabanski
Derek Stroup

SINGLES

1st Edmund Reeves Local 685,
Region 2B
2nd Micky Wright (R) Local 15,
Region 2B
3rd Heather Heckathorn (S) Local 1216,
Region 2B
(R) - Retired (S) - Spouse of Member



RECREATION DEPARTMENT



Defending the Promise

Every Worker Has a Right to a Safe Job

Nearly 50 years ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job.

Unions and their allies have fought hard to make that promise a reality. Unions have won protections that have made jobs safer and saved lives. It is estimated that more than 10,000 lives are saved annually by worker protections established in OSHA regulations and collective bargaining agreements. But the work is not nearly done. Each year, thousands of workers are killed at workplaces in every industry and millions more suffer injury, illness, and premature death because of exposures on their jobs.

After years of struggle, unions have won new rules to protect workers from deadly silica dust, beryllium and stronger anti-retaliation protections for workers who report job injuries. Unfortunately, these hard-won gains are being threatened.

Some anti-worker conservatives have carried out an all-out assault on regulations, targeting job safety rules on beryllium, injury reporting and child labor protections. The labor movement and allies have fought back and blocked some of these attacks.

However, this assault has taken a toll as key protections have been repealed or rolled back, and agency budgets and staff have been severely

cut. The number of OSHA inspectors is at an all-time low. Also, during this time, federal OSHA inspectors have been reduced by 4 percent and now number fewer than 1,000.

The southeast region of the country has seen the largest decline in inspectors according to a letter submitted to Rep. Rosa DeLauro, D-Connecticut, by the U.S. Department of Labor. “OSHA is far too understaffed to fulfill its mandate of reducing workplace injuries,” DeLauro said. “Under the Trump administration, OSHA has suffered a troubling decline in both staff and workplace inspections in key areas of the country.”

David Michaels, who headed OSHA during the Obama administration, believes such a staff shortage means there’s greater pressure to quickly reach a settlement with the employer, which often means

reduced fines.

“The lack of new inspectors makes OSHA invisible,” Michaels said. “If employers don’t think OSHA will come, workers are much more likely to be hurt.”

In addition, there has been no action on critical safety and health problems facing workers today as conservatives in Washington have derailed and defunded research, development, and training programs. Workers exposed to everything from workplace violence to toxic chemicals are left less protected.

With a pro-labor majority now back in the House of Representatives, unions have an opportunity to oppose these anti-worker attacks, hold the administration accountable for exposing workers to risks, and push forward to win stronger workplace protections. Democrats have already responded by



WORKERS MEMORIAL DAY • APRIL 28

Two UAW members lost their lives in the workplace since Workers Memorial Day 2018. We mourn the loss of these members and send our deepest sympathies to their loved ones and coworkers.

Oct. 11, 2018

Paul Edward Kaelin

Age 60, Seniority: 2009

Local 737, Region 8

Carlex Glass Company, Nashville, Tennessee

Brother Kaelin was in the process of transporting two racks of windshields via a lift truck from a warehouse location to a workstation. He was observed traveling down the main aisleway at approximately 10 a.m. where he maneuvered the racks into position in a designated workspace. He backed out and repositioned his lift truck along the right side of the racks where barcodes and tags are located. It is believed that Brother Kaelin was checking the clearance between the racks and the rear of the lift truck when his head was crushed between the racks and the rear left pillar of the overhead guard. He was found by a coworker sitting upright in the seat of the lift truck unresponsive. The facility had recently switched to new fork trucks with different controls that drivers were not use to. Drivers found the controls were “stiffer” and “jerky” with quicker response.

July 30, 2018

Robin Wilkins-Yazdani

Age 61, Seniority: 2014

Local 2270, Region 1D

Ventra Evert LLC, Evert, Michigan

Sister Wilkins-Yazdani was walking back to her workstation after break at approximately 8:30 p.m. when she was struck and killed by a pipe falling from the ceiling. The pipe was a 20-foot section of 6-inch diameter pipe water main that broke loose from three damaged pipe hangers, striking the victim. Investigations revealed that overhead piping, light fixtures, and electrical buss bars had been struck by racks of material repeatedly with damage evident. Lift truck drivers indicated that certain dunnage/production racks have a top lid that continually lifts open when they are being transported and stacked often striking overhead structures. In 2013, the piping in the area where the incident occurred had a failure and in May 2018, the pipe had been hit, causing damage to the pipe and hangers. Overhead clearance signs are present in some areas of the facility; however, no clearance signs were found in the area where the fatality occurred.

introducing legislation this year to improve worker protections.

Workers need to voice support for recent bills such as HR 1074, which would increase protections for whistleblowers, increase penalties for high-frequency violators, and provide more rights for victims or their family members.

Also, HR 1309 has been introduced to issue an occupational safety and health standard that requires health care and social service workers to be covered under a comprehensive workplace violence prevention plan.

Under the Toxic Substance Control Act, the EPA was charged with regulating new or already existing chemicals that put workers' health at risk or harm the environment and communities. Unions must work to hold the EPA accountable to accomplish this goal.

Early warning signs indicate that today the EPA is strapping workers into respirators rather than establishing safe-use restrictions and bans on the most toxic chemicals used in workplaces.

On April 28, the UAW joined with

unions of the AFL-CIO to observe Workers Memorial Day, to remember those who have suffered

and died on the job and to renew the fight for safe jobs. The UAW will stand together against the ongoing attacks on workers' rights and protections by demanding that elected officials put workers' well-being above corporate interests. The UAW will fight for the right of every worker to be safe.

House Passage of HR 1 Gives Americans Hope for a Stronger and More Secure Democracy

Representative democracies like the United States work best when a majority of people participate in elections. It is one of the few ways ordinary people's voices are heard and accounted for when elected leaders make decisions.

Unfortunately, the voices of working people have often been drowned out and ignored for a long time. This is not surprising. Electoral participation rates in the U.S. are among the lowest in the developed world, and unrestricted and hidden political funding from extremely wealthy corporations are at the highest levels in history. These facts do not bode well for working people and the country's future.

Fortunately, voters sent a strong signal in the 2018 elections as UAW-backed candidates from throughout the country defeated politicians supported by the wealthiest and most powerful. Voters demanded action. In response, the House of Representatives, now controlled by Democrats, passed the For the People Act of 2019, HR 1, as its first piece of major legislation this year. HR 1, which passed on a party-line vote, strengthens campaign finance laws by bringing dark money out of the shadows to curb the influence of the wealthy. It holds candidates and elected officials to higher ethical standards and prohibits many conflicts of interest. Importantly, it ends ill-conceived voter suppression laws by making it easier for all Americans to exercise their right to vote. The UAW proudly supported the bill along with others in the labor movement.

This bill needs to become law so that incidents of voter disenfranchisement — as witnessed in the 2018

elections — never happen again. Brian Kemp, Georgia's secretary of state, ran for governor while controlling the executive office overseeing his own election. Kemp purged over 2.2 million voters off voter rolls prior to the election, and numerous polling places were either

closed or had up to 4 ½ hour wait times on Election Day. He won the election by a very narrow margin.

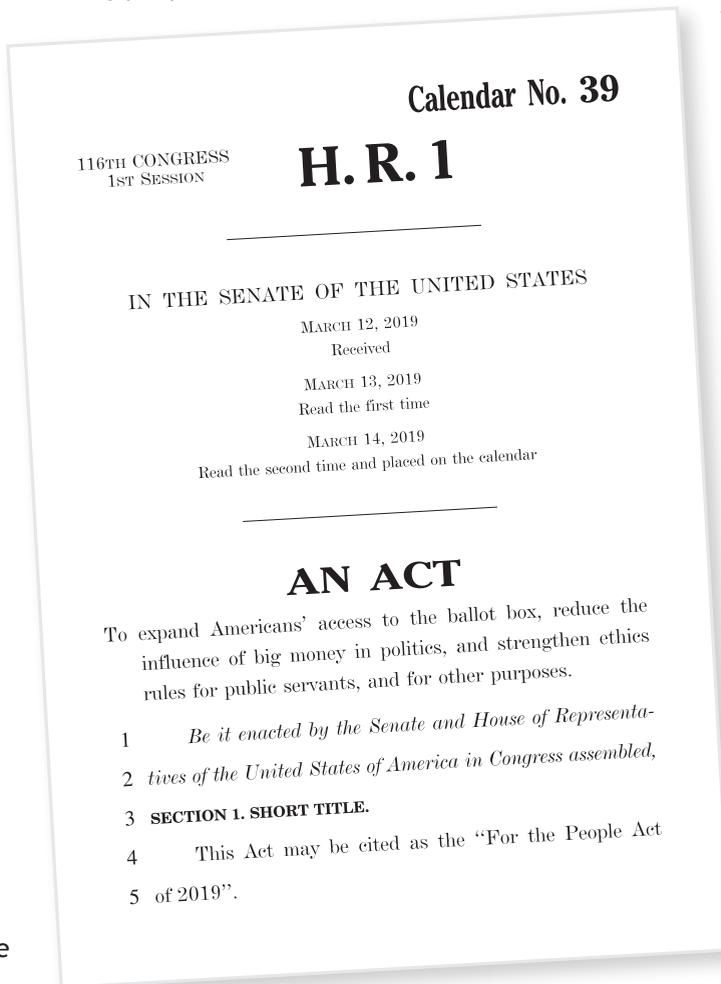
HR 1 takes incidents of voter suppression like the Georgia election head-on by setting up a national system of automatic voter registration and empowering universities to serve as voter registration centers. It makes same-day voter registration the law of the land, allowing people to register or change their registration when they arrive at the polls on Election Day.

The For the People Act prohibits voter roll purges to ensure people don't lose their right to vote.

Getting free time to vote is one of the biggest barriers voters face. HR 1 tackles this problem by making Election Day a federal holiday and mandating that all states have 15 days of early voting for federal elections. Voting will be more secure than ever with funding to

recruit and train more poll workers nationwide. Lines will be shorter and voting a quicker experience. HR 1 also requires states to use some form of a paper ballot to ensure every vote is counted and not susceptible to outside actors stealing an election.

Another threat to our country is the influence of big money in our elections. With billions of Wall Street and corporate money flowing undisclosed into the coffers of super PACs, the need for real reforms is greater than ever. HR 1 ensures that super PACs and





nonprofit entities that flood elections with unreported and unlimited donations will now have prompt and transparent reporting requirements for any donations they receive. Donations will also have to be disclosed within hours, not months after an election is over. Disclosing dark money won't solve the chase for political dollars, but this bill sets out a new fundraising structure for U.S. House candidates, where small dollar donations will be matched by publicly financed matching funds from the federal government. Instead of spending all day calling wealthy donors, politicians will have an incentive to take principled positions.

Anti-worker politicians have rigged the system throughout the country by creating districts that limit the power of ordinary people. Partisan gerrymandering has allowed politicians to choose the voters they represent for far too long. The For the People Act ends gerrymandering at the

federal level, helping to fix a broken system that gives politicians far too much power.

HR 1 holds our leaders more accountable for their behavior and votes. The bill bars members of Congress from using taxpayer dollars to pay for sexual harassment and discrimination settlements, forcing them to pay out of their own pocket for their poor personal conduct. The For the People Act bars U.S. House members from sitting on corporate boards, closing a gaping loophole on conflicts of interest for any member of Congress.

House passage of HR 1 gives Americans hope for a stronger and more secure democracy. Hard work remains as it faces the fierce opposition of Senate Majority Leader

Mitch McConnell. Now is the time to contact senators to demand they support HR 1. Call the Capitol switchboard at 202-224-3121 and ask to be connected to your senator.

**House passage of HR 1
gives Americans hope
for a stronger and more
secure democracy.**

UAW Legislative Department

ATTENTION UAW MEMBERS IN GOOD STANDING

2019 Family Scholarship



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It's a one-week summer experience that will leave you and your family filled with a spirit guaranteed to strengthen your understanding and appreciation for your union.

For additional information, visit uaw.org/2019-family-scholarship

2019 Family Scholarship Application

Fill out this form completely. The July 21-26, 2019 session begins on Sunday and ends on Friday. It is available in Spanish.

Legal FIRST Name: _____ LAST Name: _____

Address: _____

City: _____ State: _____ ZIP: _____

Local Union # _____ UAW Region: _____ Date of Membership: _____

Employed at: _____ Location: _____

Home Phone: (_____) _____ Social Security #: (Last 4 digits only) _____

Email: _____ Age of applicant: _____ Marital Status: Married Single Male Female

Single participants not accompanied by spouse or children/grandchildren are roomed with another participant.

If spouse and/or children/grandchildren accompany UAW applicant to the Family Education Center, please complete the following:

Spouse's Legal FIRST Name: _____ LAST Name: _____ DOB _____

List children's **complete LEGAL names**, birth dates, grade in school child will be entering and sex:

First Name	Last Name	DOB	Grade entering	Male	Female

The Scholarship Program is open only to active UAW members' children and grandchildren. Program is not open to other relatives or children under 4 years of age. For each child, you may be required to provide a birth certificate or proof of legal guardianship.

Please indicate any special needs of yourself/family members, i.e., disability or other medical condition: _____

Release of Photographs and Videos

I agree to allow the UAW to use my name and photograph and/or image in union publications, videos, advertising or brochures. I also agree to allow the UAW to use my child's photograph and/or image in union publications, videos, advertising or brochures.

Both member and spouse must read and sign application:

UAW Member's signature: _____ Spouse's signature: _____

DRIVING: Attach \$50 registration fee made payable to UAW Family Education Center. Applications received without registration fee cannot be processed.

FLYING: No registration fee required. See "Frequently Asked Questions" to determine eligibility and actual costs of airfare.

If flying, once approved, your UAW Regional Office will provide you with instructions.

UAW Member: Application must be submitted to your Local Union

Local Union: Mail to UAW Regional Office

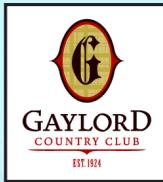
Applicant is a member in good standing with one year's seniority.

Local Union President or Financial Secretary



Black Lake

• 2019 Golf Package •



Gaylord Country Club, founded in 1924, is one of Northern Michigan's oldest golf clubs. This semi-private club meanders through the hills and hardwoods just west of Gaylord and features private club conditions, strategic bunkering and arguably the best green complexes found in Northern Michigan.

UAW Black Lake Golf Club, designed by the "Open Doctor" Rees Jones, has always garnered national acclaim for course conditions and playability. Since opening in 2000, the course has placed 34th in Golf Digest's "100 Greatest Courses in America." Golf Week has also selected Black Lake Golf Club as #5 "Best Courses to play in Michigan." Complementing the championship course at Black Lake Golf Club is "The Little Course." This (9 hole) par 3 course is a walking course, featuring holes carved in the Northern Michigan hardwoods.

The Michaywé Pines Golf Course hosted the 1991 and 1996 Michigan Amateur Championships. The Golf Association of Michigan often selects Michaywé Pines to host annual qualifiers and GAM events. The excellent layout and conditions compliment tournament golf. The course features secluded fairways winding through beautiful white birch and pine forests along the AuSable River.

- Package includes:**
- 18 hole round of golf with cart at Gaylord Country Club
 - 18 hole round of golf with cart at the Rees Jones designed Black Lake Golf Club
 - 1 walking round (9 hole) on the Little Course at Black Lake Golf Club
 - 18 hole round of golf with cart at Michaywé Pines Golf Club
 - 2 nights lodging at UAW Black Lake Conference Center in a Standard Room

Rates*	Midweek	Weekend
Shoulder Season (Opening to May 30, September 3 to closing)	\$184 per person	\$204 per person
Summer Season (May 31 to September 2)	\$204 per person	\$234 per person

*Rates are per person based on double occupancy, per stay. Upgraded rooms may be available at a surcharge.

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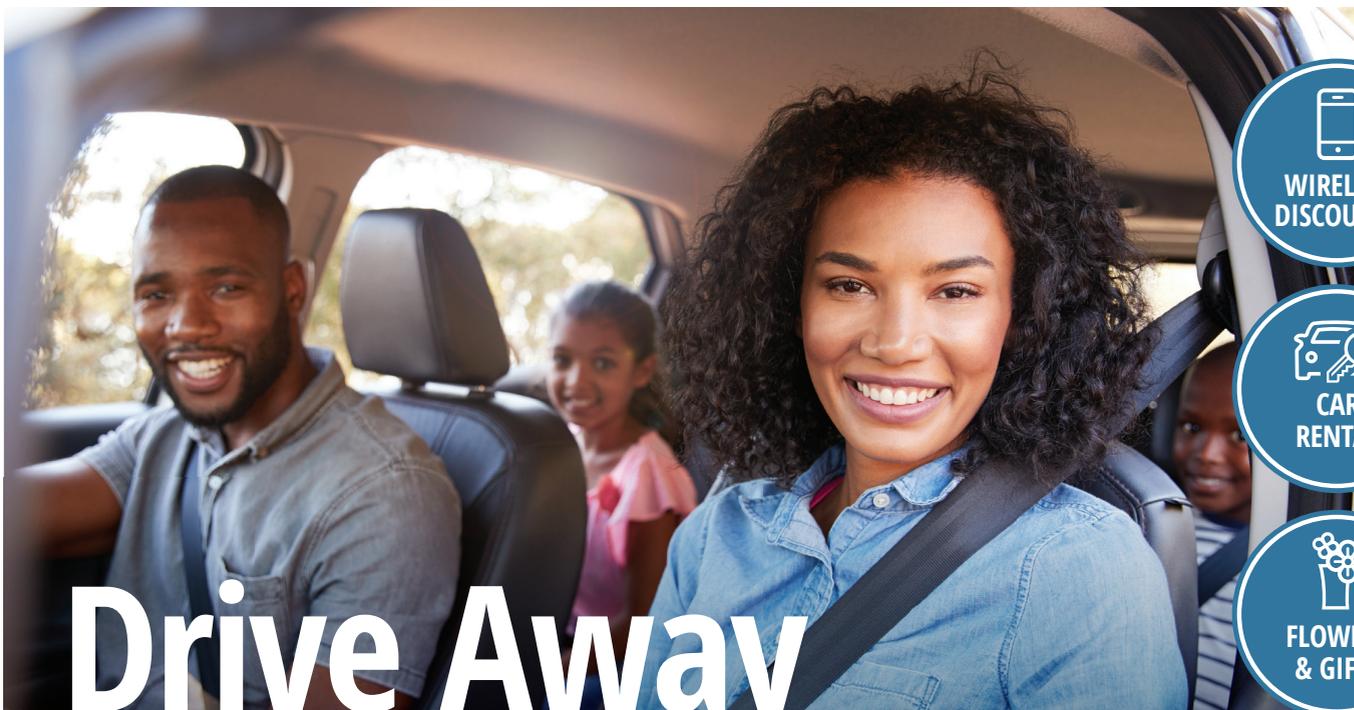
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Learn more at unionplus.org



UAW-CR-04-16-19