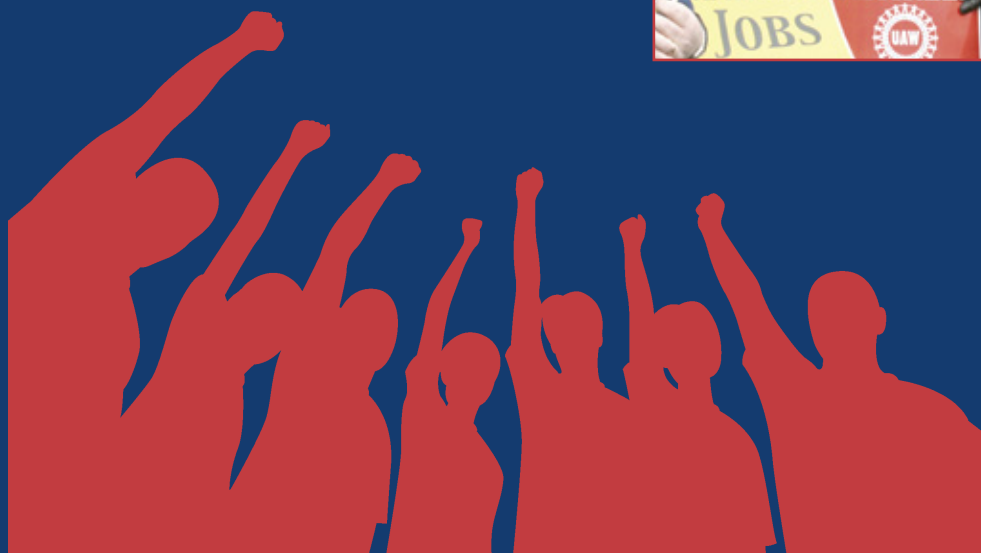




# UAW RETIRED WORKERS PROGRAM

## JOIN THE ACTION



ORGANIZE • BUILD POWER • WIN JUSTICE

## A message from UAW President Bob King

Greetings,

The UAW is indebted to those who came before us and fought for the rights we enjoy today. It would be dishonorable to those who lost their lives and risked their livelihoods to build this great union if we did not stay in the fight to preserve the right to organize.

Our rich history makes us stronger and binds us to our heritage of continuing the fight for social and economic justice for all workers. For the UAW, organizing means greater strength for all workers.

Forming a union is a First Amendment right for workers. Having a voice in the workplace and at the bargaining table are hard-won privileges that have to be protected. It's our responsibility to preserve the health and safety standards that have been won in bargaining and to make gains in maintaining respectable wages for good jobs and a strong middle class, better benefits and improved workplace conditions.

We will not back down. Sitting idly by while union rights are whittled away and diminished is not an option.

We live in dangerous times when state governments deliberately aim to strip workers of their collective bargaining rights just for the sake of depriving them a voice at the table. Unions have been cast as an outdated, unnecessary entity in the past and



have become even more demonized in today's times. The story that isn't being told is the one where workers stand in solidarity – where union members are galvanized to stand up for all workers in the face of coercion.

Since the 1930s, this union has stood up for workers' rights and fought for social and economic justice for all workers. It's disheartening to believe that eight decades later there are forces whose sole existence is to dismantle workers' rights and destroy any hope for gainful employment with good benefits and a solid pension at retirement.

The threat is no longer implied. This threat is in our worksites and legislative houses. The phrase "what you win at the bargaining table, you can lose in Washington," has never been truer.

To fight back, not only do we need to stand together, but we also need to be a union of action.

Organizing is the lifeblood of any union. We need to return to this former UAW slogan: "Every member is an organizer."

This includes our retired members. This is a time where there can be no bench players. We all have to do our part. And today our organizing must extend beyond just bringing in new members.

## It means organize to build power and win justice.

**Organize:** We must protect and preserve the No. 1, basic human right to organize without being terrorized by companies.

Organizing to build density in our union and in the industries where we represent members is the way that we will be able to sustain an American middle class. We organize by staying in the fight and never giving up.

The hard-won rights you and other UAW members before you fought for are at stake. We organize because the benefits you bargained for are at risk. We organize so that our rich history and all that we've achieved will not be in vain. We organize to build the power we need to win the justice both our members and nonunion workers deserve.

**Build power:** In order for our strategy to work, we need the commitment of each and every member, retiree, activist and friend. It's not enough to just say you support working families.

We need you to actively support workers who want a union.

We have to be a voice for those workers in the streets, at the coffee house, in the boardroom, in the legislative halls, at the ballot box and at the bargaining table. And we have to join efforts with other unions and

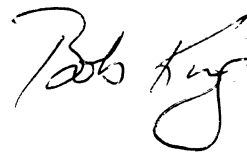
community organizations also fighting for justice.

When our communities need us to come together to stop foreclosures, maintain safe schools or keep doors open at local businesses that employ our members or our neighbors, we have to be there. And we have to stand in solidarity with workers around the globe who are being abused and mistreated in the workplace. There is strength in numbers. And when we raise the standard for all workers, it not only protects our members' wages and benefits, it's also just the right thing to do.

**Win justice:** Justice is guaranteeing all workers the right to collectively sit down with their employers and bargain for fair wages and benefits that allow them to have and maintain a decent, middle-class standard of living. It means giving workers a real voice in decision making in building the best product or providing the best service.

The future of America rests in building a strong, global middle class. Unions are a pillar of a strong middle class. We can't build a strong middle class without safeguarding workers' First Amendment rights. We need your help to keep this union strong.

In solidarity,



**International Union, UAW**

8000 East Jefferson Avenue

Detroit, Michigan 48214

(313) 926-5231 • FAX (313) 926-5577

[retwrkrs@uaw.net](mailto:retwrkrs@uaw.net)

[UAW.org](http://UAW.org)

[twitter.com/UAW](https://twitter.com/UAW)

[facebook.com/UAW.union](https://facebook.com/UAW.union)





## Staying Active

### Helping Others

The UAW is an organization that fights for social and economic justice for all working and retired people. The UAW has built a security net so that people can enjoy their retirement and the UAW Retired Workers Program offers many opportunities for a fulfilling retirement.

Our retirement programs offer many opportunities to help others. Many of our UAW retired members volunteer to assist in our UAW drop-in centers to counsel other members, perform volunteer work and help their locals with community service projects.

### Defending Unions

Our retirees paved the way for the benefits that working people now enjoy. They also understand the need to continue the fight to keep organized labor strong as a voice for all working and retired people. They show our solidarity and pride by participating in such things as Labor Day parades, rallies and picket lines. They make our voices heard through social media, calling and writing our legislators, phone banking and distributing leaflets at community functions such as state fairs, craft fairs and community functions. They communicate with our members and the community about the importance of buying union-made, American-made products and supporting issues that positively affect working people and the labor movement.

### Recreation and Hobbies

Even though retirees are very involved social and political activists, they also find time to participate in recreational activities and hobbies. UAW retired workers chapters, in conjunction with the regions, sponsor and participate in many recreational activ-

ities such as arts and crafts fairs where members can display and sell their work. They sponsor golf tournaments, bingo, picnics, fishing outings, bus trips, group vacations and many other activities. They organize exercise programs and provide information sessions on senior issues. They stay active and involved in our locals and our community.

*“Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”*

*– Robert F. Kennedy*



# Structure

Today the UAW has the largest, most progressive program for retired members in American labor unions. The first resolution addressing retired workers was introduced at the 1951 UAW Convention.

The UAW took its first step toward establishing a formal organizational structure for retirees at its 1957 Convention with its adoption of Resolution 17, “UAW Program for Older and Retired Workers and Other Citizens.”

At the 1966 Convention, Article 53 was adopted by the delegates. This article (now Article 55) provided for the establishment of an organization – a structure that has remained essentially unchanged. The Article created Local Union Retired Workers Chapters, Area Retired Workers Councils and Regional Retired Workers Councils within the International Union and enables retirees to remain active, participating members of the Union.

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

Our structure gives UAW retirees a special place in their union. The following sections explain our retiree structure.

## Local Union Retired Workers Chapters

Retiree chapters are the heart and soul of the UAW retiree program. Today we have nearly 400 active retiree chapters where retirees maintain their friendships and work together to build a stronger union.

Every local with 25 retirees should set up a retired workers chapter and hold regular meetings. Retirees run their own programs, elect their own officers, elect a retiree chairperson to sit on their local union Executive Board and elect delegates to their regional retired workers council. All local retired workers chapters have their own bylaws and conform to the policies of the International Union.

Retired workers chapters establish, in consultation with the local union, any committees within the chapter that are deemed necessary. The chapter committees are appointed by the chairperson of the chapter subject to the approval of the local chapter executive board. Some of the suggested committees are Organizing and Membership, Education, Recreation, Community Services, Civil Rights, Citizenship and Legislative (CAP), and any others that they feel would benefit the chapter.

## Area Retired Workers Councils

The UAW has more than 100 regional area councils that are set up by regional directors when there are insufficient numbers of retirees to organize chapters. In addition, we currently have 51 international area councils and satellites organized to meet the needs of UAW retirees who have moved to other states and areas in which they have settled in considerable numbers such as the Sunbelt states and other retirement communities.

Satellite centers are extensions of area councils. They serve the same purpose, but due to geographic locations, serve a particular area that is more convenient to a substantial number of retirees living in that area.

*Continued on page 6*

# Structure

*Continued from page 5*

## Regional Retired Workers Councils

Regional Retired Workers Councils provide a chance for retiree delegates from different locals to come together to learn about changing situations and issues that affect everyone.

The UAW has 10 regional retiree councils – one in each geographic region of the UAW. The regional councils are made up of delegates from all of the chapters and area councils in each region.

## International Retired Workers Advisory Council

The 24 UAW International Retired Workers Advisory Council members help guide the work of the UAW Retired Workers Department.

Each regional council elects a member to the Advisory Council. In addition, there are four elected regional area members and 10 appointed members-at-large.

Elected members of the Advisory Council are automatic delegates with voice and vote at the UAW Constitutional Convention.

The International Executive Board consults with representatives of the International Retired Workers Advisory Council concerning retired workers programs and policies and such other matters that affect the welfare of retired members.

## UAW Retired Workers Department

At the 1957 UAW Convention, the UAW Program for Older and Retired Workers and Other Citizens was created. The International Retired Workers Fund was established and a number of local unions set up standing committees for retiree programs. In addition, each regional director designated at least one International staff representative to work on retiree programs.

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





## Membership Dues

### Retired Workers Membership and Dues

UAW retired members finance their own structure through voluntary retiree dues. These dues make their programs self-supporting. Since the Constitutional Convention in 1966, retirees have pledged that the UAW would not have to use active members' dues to support the retired workers' programs. Our retired members have kept faith with that pledge.

Originally, retiree dues were \$1 per month.

However, in 1986, the retirees went to the Constitution Committee entirely on their own and proposed changing the \$1 per month voluntary dues to \$2 per month. They explained that the retirees could not achieve their goals or continue to run essential programs on the current \$1 per month. The Constitutional change was overwhelmingly approved.

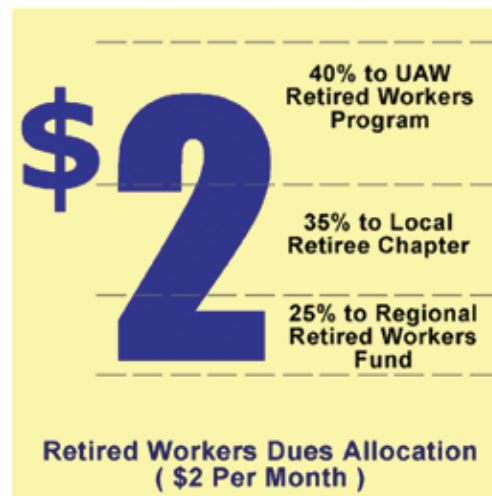
Retirees are not required to pay dues, but today 75 percent of the retired members pay \$2 per

month in voluntary dues. Of these dues, 35 percent stays in each local union retired workers chapter, 25 percent goes to the regional retired workers fund and 40 percent of each dollar goes to the UAW Retired Workers Department for their efforts on behalf of retired workers.

Some of these efforts would be for collective bargaining, legislation, communication, education and representation on issues affecting seniors and

retirees. The entire program of the UAW retired workers' movement is financed by retirees' voluntary dues. Spouses or surviving spouses may request to become associate members of the retired workers chapters. Surviving spouses are also encouraged to participate in the voluntary dues program.

We now have more retired members than active members. Retiree dues support all of the activities of the retired workers' programs and are now more necessary than ever before.



## UAW Retiree Drop-in Centers

Our retirement programs offer many opportunities to help others. Many members volunteer to help in our UAW drop-in centers. Volunteers, who are trained in areas such as Social Security, Medicare and contract benefits, staff these centers.

Whether you're on vacation or have permanently relocated, these centers are a good place to visit. UAW retirees can get help with medical bills or other problems, and learn about activities in your area.

The UAW has 45 drop-in centers in vacation and retirement communities around the country. These drop-in centers are associated with an international area council or satellite, and most have monthly retiree meetings. For information on location and times of these meetings, contact your local union or your nearest drop-in center. Or visit the retiree section on [uaw.org](http://uaw.org).

*List of drop-in centers on page 8*

## List of Retiree Drop-in Centers

### **ARIZONA**

#### **Phoenix**

1256 West Chandler Blvd.  
Suite 33D  
Chandler, AZ 85224  
(480) 899-7394  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

#### **Tucson**

2030 E. Broadway  
Suite 114  
Tucson, AZ 85719  
(520) 321-0440  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

### **ARKANSAS**

#### **Little Rock**

Central Arkansas  
7924 Interstate 30  
Suite B  
Little Rock, AR 72209  
(501) 570-7666  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

#### **Mountain Home**

Heritage Real Estate Office  
Building  
103 S. Main Street  
Mountain Home, AR 72653  
(870) 425-7141  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

### **Pocahontas**

1374 Highway 62 West  
P. O. Box 541  
Pocahontas, AR 72455  
(870) 892-9492  
Open Monday and Wednesday  
9 a.m. – 1 p.m.

### **CALIFORNIA**

#### **Hemet - San Jacinto Valley**

41635 East Florida Ave.  
Suite B  
Hemet, CA 92544  
(951) 658-9232  
Open Tuesday and Wednesday  
10 a.m. – 2 p.m.

#### **Redding**

2494 Beverly Drive, Suite 1  
Redding, CA 96002-0931  
(530) 224-9954  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

#### **Sacramento**

2840 El Centro Rd., #111  
Sacramento, CA 95833  
(916) 927-7996  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

### **DELAWARE**

#### **Lewes**

Willow Creek Plaza  
16291 Willow Creek Rd.  
Lewes, DE 19958  
(302) 644-4252  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

### **FLORIDA**

#### **Fort Myers**

Kenwood Office Center  
12811 Kenwood Lane, Unit #104  
Fort Myers, FL 33907  
(239) 936-6715/7866  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

#### **New Port Richey**

5623 U.S. 19 South  
Suite #240  
New Port Richey, FL 34652  
(727) 846-8080  
Open Monday and Tuesday  
10 a.m. – 2 p.m.

#### **Ocala**

1515 E. Silver Springs Blvd.  
Suite 123  
Ocala, FL 34470  
(352) 867-0888  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.



## **Palm Coast**

15 Cypress Branch Way  
Suite 207 B  
Palm Coast, FL 32137  
(386) 447-1030  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

## **Panama City**

Emerald Coast  
Professional Center  
5 Miracle Strip Loop  
Suite 12  
Panama City Beach, FL 32407  
(850) 234-7810  
Open Tuesday and Wednesday  
10 a.m. – 2 p.m.

## **Sarasota**

RBC Bank – 6th Floor  
1549 Ringling Blvd.  
Suite 601  
Sarasota, FL 34236  
(941) 922-4533  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

## **Sebring**

4216 Sebring Parkway  
Sebring, FL 33870  
(863) 402-0040  
Open Wednesday  
9 a.m. – 1 p.m.



## **St. Petersburg**

9430 Seminole Blvd.  
Seminole, FL 33772  
(727) 548-4380/4319  
Open Monday and Friday  
10 a.m. – 2 p.m.

## **Stuart**

901 Martin Downs Blvd.  
Suite 312-F  
Palm City, FL 34990  
(772) 223-1037  
Open Tuesday and Wednesday  
10 a.m. – 2 p.m.

## **Tamarac**

6635 West Commercial Blvd.  
Suite 108  
Tamarac, FL 33319  
(954) 724-8124  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

## **West Palm Beach**

12773 West Forest Hill Blvd.  
Suite 211  
Wellington, FL 33414  
(561) 422-1911  
Open Tuesday and Wednesday  
10 a.m. – 2 p.m.

## **Winter Haven**

330 Avenue B SW #2  
Winter Haven, FL 33880  
(863) 293-5556  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

## **GEORGIA Atlanta**

501 Pulliam St. SW  
Suite # 314  
Atlanta, GA 30312  
(404) 688-9225  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

*Continued on page 10*

## List of Retiree Drop-in Centers

### **KENTUCKY**

#### **Benton**

Joe Creation Community Bldg.  
1600 Park Ave.  
Benton, KY 42025  
(270) 527-5653  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

#### **Somerset**

675 Monticello Street, Box #2  
Somerset, KY 42501  
(606) 676-0028  
Open Tuesday and Wednesday  
10 a.m. – 2 p.m.

### **LOUISIANA**

#### **Metairie**

American Legion Post #175  
2431 Metairie Rd.  
Metairie, LA 70001  
P. O. Box 1114  
(504) 833-8775  
Open Tuesday  
9:30 a.m. – 2 p.m.

### **MICHIGAN**

#### **Alpena**

2477 U.S. 23 South  
Alpena, MI 49707  
(989) 356-4959  
Open Wednesday and Thursday  
10 a.m. – 2 p.m.

### **Escanaba**

UAW Subregion 1D office  
1010 Ludington St.  
Escanaba, MI 49829  
(906) 786-4828  
Open Monday  
8 a.m. – noon

#### **Gaylord**

810 S. Otsego, Suite 125  
Gaylord, MI 49735  
(989) 705-7313  
Open Wednesday and Thursday  
10 a.m. – 2 p.m.

#### **Houghton**

323 Quincy St.  
Hancock, MI 49930  
(906) 487-9774  
Open Wednesday  
10 a.m. – 2 p.m.

#### **Howell**

734 S. Michigan Avenue  
Howell, MI 48843  
(517) 548-4171  
Open Tuesday  
10 a.m. – 2 p.m.

#### **Hulbert**

Eckerman Corners  
30014 W. M-28  
Eckerman, MI 49728  
(906) 274-5326  
Open Wednesday  
10 a.m. – 2 p.m.

### **Roscommon**

K of C Hall  
165 West Federal Highway  
Roscommon, MI 48653  
(989) 275-8484  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

#### **Traverse City**

757 East Silver Lake Road South  
Traverse City, MI 49684  
(231) 943-9611  
Open Tuesday  
9 a.m. – 1 p.m.

### **MISSISSIPPI**

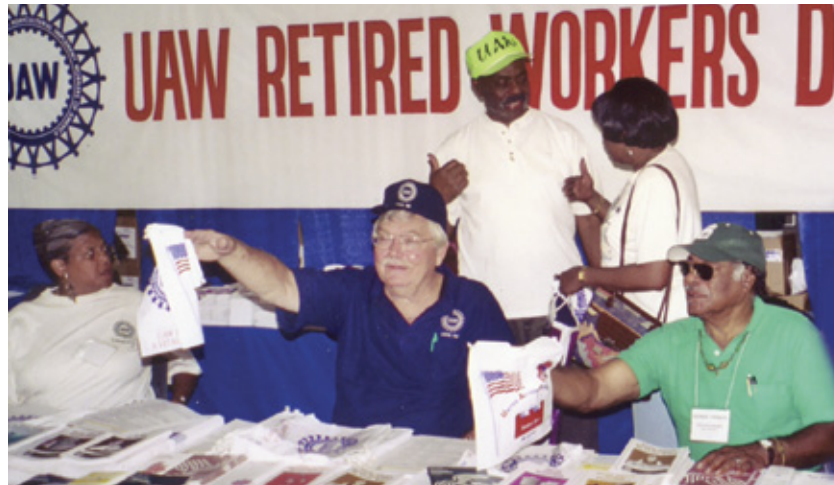
#### **Jackson**

Golden Key Senior Center  
3450 Albermarle Road  
Jackson, MS 39213  
(601) 982-7674  
Open Tuesday  
11 a.m. – 3 p.m.

### **MISSOURI**

#### **Park Hills**

111 East Main Street  
P.O. Box 6  
Park Hills, MO 63601  
(573) 431-4865  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.



## **Poplar Bluff**

Hillsdale Plaza  
2725 North Westwood, Suite 14  
Poplar Bluff, MO 63901  
(573) 686-6670  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

## **Warsaw**

Truman Hills Mall  
P. O. Box 1625  
(Junction 65 & 7)  
Warsaw, MO 65355  
(660) 438-4681  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.

## **NEVADA**

### **Las Vegas**

2235 East Flamingo Road  
Suite 204  
Las Vegas, NV 89119  
(702) 791-2930  
Open Tuesday and Thursday  
9 a.m. – 1 p.m.

## **Laughlin**

1335-4 Hancock  
P. O. Box 20776  
Bullhead City, AZ 86439  
(928) 758-7828  
Open 1st and 3rd Tuesday, and  
2nd and 4th Thursday each month  
noon – 4 p.m.

## **NEW MEXICO** **Albuquerque**

2921 Carlisle Blvd., NE  
Suite 117  
Albuquerque, NM 87110  
(505) 889-3782  
Open Wednesday  
9 a.m. – 1 p.m.

## **Las Cruces**

2211 North Main Street  
Suite 12  
Las Cruces, NM 88001  
(575) 523-6775  
Open Monday  
noon – 2 p.m.

## **NORTH AND SOUTH CAROLINA** **Myrtle Beach**

1018 16th Street NW  
Surfside Beach, SC 29575  
(843) 238-5104  
Open Monday and Wednesday  
10 a.m. – 2 p.m.

## **TENNESSEE** **Knoxville**

1124 North Broadway  
Knoxville, TN 37917  
(865) 521-5061/6404  
Open Monday and Wednesday  
10 a.m. – 2 p.m.

## **TEXAS** **Harlingen**

722 Morgan Blvd.  
Suite U  
Harlingen, TX 78550  
(956) 428-3555  
Open Tuesday and Thursday  
10 a.m. – 2 p.m.



## A Battle Fought

Before the UAW won the pension fight...workers had no retirement security.

“There’s a pension in your future, Bugas,” said the picket sign of one old worker who marched in support of the UAW drive for pensions for workers in 1949.

“How about ours?” Bugas referred to John Bugas, Ford Motor Company’s chief negotiator, who like other Ford executives, had their retirement security nailed down. But for the \$3,000-a year auto worker, life was different.

They worked until they dropped from exhaustion, and the lines had aged workers with gnarled hands and weathered faces who couldn’t afford to retire.

Social Security, which had begun to pay out benefits in 1941, had been stuck at a low level for 12 years. The UAW set out to change these conditions – the double standard that characterized American industry. And we got some needed help.

Under President Harry Truman, the National Labor Relations Board ruled in March, 1949 that companies must bargain with their unions on pensions.

That ruling opened the door.

Walter Reuther, the visionary president of the UAW, called for pro-pension rallies around the country to mobilize popular support.

“Too old to work and too young to die,” became the slogan of autoworkers.

“We won’t sign a contract at Ford in ’49 that does not include a pension plan,” Reuther told 5,000 Ford workers at Cass Technical High School in Detroit.

When Reuther called for a strike vote, Ford workers authorized it by a huge majority.

Finally, the break-through came in

September, 1949 when the UAW won a \$100-a-month pension (including Social Security benefits which averaged \$32.50 a month) at age 65 with 30 years of service. It was far better than any worker had expected the UAW to win. Congress also got the message.

Within 24 hours of Ford signing the contract, the U.S. House of Representatives raised Social Security benefits for all Americans.

That was no coincidence.

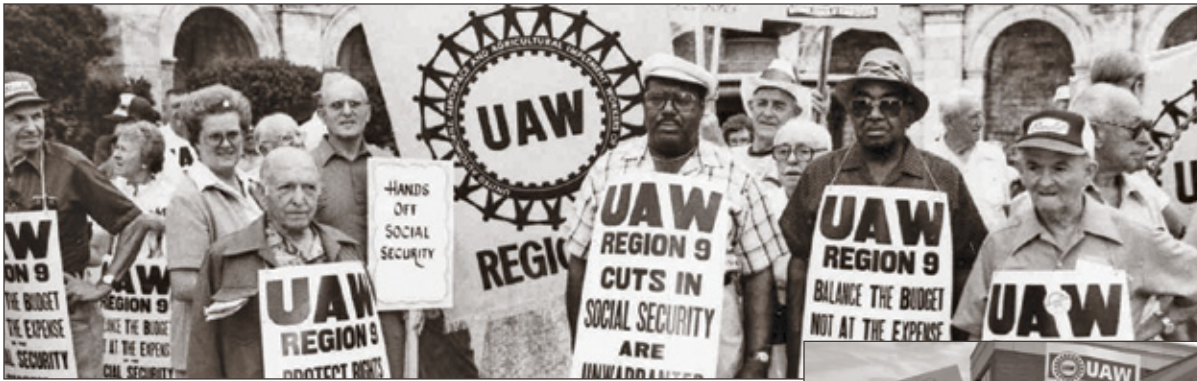
With a pro-pension fervor sweeping the country, business lobbyists saw a Social Security increase as a way to save their employers money.

The UAW established important principles with the Ford pension:

- There was joint and equal administration of the plan.
- The entire cost of the pensions would be paid by Ford Motor Co.
- Benefits were guaranteed to the retired worker through an actuarially-sound fund.

These basic rules have remained intact because they have been proven sound for more than 40 years.





Then the UAW sought to expand pensions to other employers.

Chrysler readily agreed to the \$100 benefit won at Ford. But they didn't want to agree to fund the benefits.

UAW workers at Chrysler walked the picket line for 104 days in the bitter cold winter of 1950 to convince the company to agree to a funded plan.

In those days, the UAW didn't have a strike fund so the Chrysler workers relied on meager help from a special assessment.

Another important step was taken in negotiations with General Motors.

The UAW proposed, and the corporation agreed, to break the link with Social Security and instead base the workers' pension on the length of service with the corporation.

The agreement provided GM workers \$1.50 a month in benefits for every year of service up to 30 years. With \$45 added to the new Social Security benefit of \$72, the GM retiree with 30 years of service, would get more than \$117 a month.

The UAW pattern set at these big companies soon was accepted in negotiations at a diverse range of smaller firms: Massey Harris, Nash-Kelvinator, Budd, Detroit Tool and Die shops, Allis-Chalmers, American Seating, Briggs, Borg-Warner, Dana, Caterpillar, Doehler-Jarvis, Bendix, Hudson, Packard and Mack Truck.

The UAW's newspaper in the early 1950s told the stories of workers who were able to retire: a 72-year old



worker at the Nash paint shop in Kenosha, Wis., and a 78-year old grandmother at a small shop in Detroit.

And in subsequent negotiations, the UAW improved our pensions, adding medical care for retirees, the right to take pensions before age 65 and many other features.

Due to the changing economic climate during the 2007 negotiations with General Motors, Ford and Chrysler, the UAW saw a need to develop a benefits trust to protect our retirees' benefits.

A new independent Voluntary Employee Beneficiary Association (VEBA) was negotiated and then approved by federal courts. The Trust, governed by an 11-member board, began to deliver benefits to 860,000 retirees and their dependents in January 2010.

For more information on the history of the Trust and to stay current with any changes, you can log onto their website at [uawtrust.org](http://uawtrust.org).

# UAW Principles for Fair Union Elections

In January 2011, the International Executive Board released guidelines to ensure workers have a right to choose representation. Rebuilding our union's power will require direct action so workers at transplant automakers, or any other worksites, can have the right to decide on a union without fear or intimidation.

Our union has been here before. In the early days of the UAW, Henry Ford vowed to never have a union. The 1937 Flint sit-down strikers occupied General Motors' plants to stop production to force the bosses to hear their demands for union representation and a

better standard of living.

They didn't rely on the law or government to force the change they needed. The UAW in those days was an activist union. And while it's important to have allies in government, the workers' direct action was what ultimately carried the day.

The organizing principles that the union released in 2011 are centered around workers' First Amendment rights and freedom of association. Workers in the United States must have the right to consider union representation without fear or retribution.

"The **UAW has embraced fundamental, radical change.** We call upon the business community to also embrace change. We challenge you to respect the right of workers to organize unions globally. We challenge you to help build a better world. We challenge you to **adopt a global trade agenda that does not exploit workers** but rather lifts them out of poverty ... When Cesar Chavez was organizing farm workers in the 1960s, Walter Reuther marched by his side ... (These words from) Cesar Chavez embody the values of the UAW of the 21st century: 'We cannot seek achievement for ourselves and forget about progress and prosperity for our community. ... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.'"

"If companies choose not to respect the rights of American workers - whether those companies are American or foreign-owned - then the **UAW will use every resource at our disposal to convince those companies to abide by our democracy.** It is particularly disturbing and unacceptable for a corporation to allow unionization in other countries, but treat American workers as second-class citizens who are not entitled to unionize."

"No democracy on Earth can thrive and prosper without democratic unions. The notion of huge multinational corporations with carte blanche - no union to hold them accountable, no union to enforce safety and environmental standards, no union to speak for workers on the job or in the public arena - raises the specter of an **Earth laid waste for the benefit and profit of a privileged few** who can dominate not only the marketplace but also the political process."

"Both the **free press and free unions** depend upon the right of free speech and freedom of association, which in this country are enshrined in the First Amendment to the Constitution. The right to organize unions is the **First Amendment for workers.**"



# Preamble

The UAW of the 21st century inhabits a global economy, therefore, the union must be fundamentally and radically different from the UAW of the 20th century. In the context of global competition, the only true path to job security is to produce the best quality products and services for the best value for consumers. In order to promote the success of our employers, the UAW is committed to innovation, flexibility, lean manufacturing, world best quality and continuous cost improvement. Through teamwork and creative problem solving, we are building relationships with employers based upon a foundation of respect, shared goals and a common mission. We are moving on a path that no longer presumes an adversarial work environment with strict work rules, narrow job classifications or complicated contract rules. The UAW seeks to add value as advocates for consumer safety, energy efficiency and green technologies.

Just as the UAW has embraced fundamental change, we call upon the business community to also change. They can demonstrate their openness to change

by agreeing to the framework established in these principles. The current federal framework under the National Labor Relations Act does not protect the rights of workers to freely decide whether or not to join the UAW. Unlike a truly democratic election, there is vastly unequal access to the electorate. In many cases, employers use explicit and implicit threats of loss of jobs or benefits if workers support a union. Screening job applicants to weed out potential union supporters, mandatory anti-union meetings, firing of union supporters and threats to close the facility are tactics used to create a climate of fear. Community based business organizations employ explicit threats that would be illegal if they came directly from the employer. Employee attempts at redress are futile due to lengthy delays and lack of penalties. A free, democratic election cannot take place in a climate of fear.

The UAW invites employers to endorse these Principles for Fair Union Elections. If employers abide by these principles, we will respect the choice of the workers whether or not they choose to join the UAW.

## The Principles

### **A fundamental human right**

1. The right to organize a free trade union is a fundamental, human right recognized and respected in a democracy.

### **No coercion, intimidation or threats**

2. Employees must be free to exercise the right to join a union or refrain from joining a union in an atmosphere free of fear, coercion, intimidation or threats. There is no free choice if a worker is afraid of losing a job or losing benefits as a result of his or her choice, or is intimidated into making a choice not of one's own making.

### **No repercussions from management or the union**

3. Management must clearly articulate that if workers choose to unionize, there will be no negative repercussions from the company. The UAW must clearly articulate that if workers choose not to unionize, there will be no negative repercussions from the union. Both the company and the union will negotiate in good faith, and any failure to reach agreement will not be caused by bad faith negotiations.

# UAW Principles for Fair Union Elections

## No wage or benefit promises from management or the union

4. Management will clearly articulate that it does not promise increases in pay or benefits if workers choose not to unionize. The UAW will clearly articulate that it does not promise increases in pay or benefits if workers choose to unionize.

## Equal access to the electorate

5. During the course of a union representational campaign, employees will have the opportunity to hear equally from both the union and management regarding this issue. There will be no mandatory meetings of employees on the issue of unionization unless the UAW is invited to participate in the meetings. Written and oral communications must be equal. The union must be granted the same ability as the employer to post campaign material.

## Disavow any threats from community allies

6. Management will explicitly disavow, reject and discourage messages from corporate and community groups that send the message that a union would jeopardize jobs. Likewise, the UAW will explicitly disavow, reject and discourage messages from community groups that send the message that the company is not operating in a socially responsible way.

## No disparaging the other party

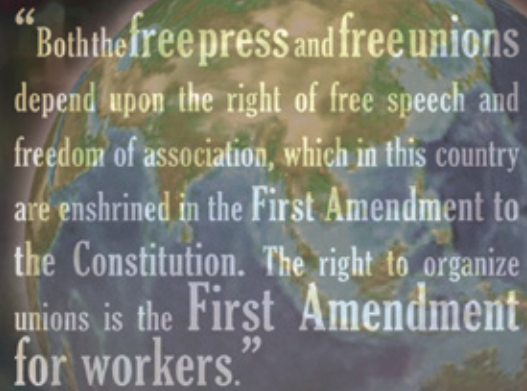
7. Both the UAW and management should acknowledge that the other party is acting in good faith with good intentions. Negative and disparaging remarks about the union or the company are not appropriate and not conducive to a spirit of mutual respect and harmony, and will not be made by either party.

## Immediate Resolution

8. Any disagreements between the UAW and management about the conduct of the organizing campaign, including allegations of discriminatory treatment or discipline relating to the union campaign, will be resolved immediately through an impartial, third party.

## Secret ballot election

9. The democratic right of workers to freely and collectively choose if they want to form their UAW local union is the workers' First Amendment right. A secret ballot election incorporating these principles is an acceptable method of determining union representation if principles two through six have been adhered to, and if there is no history of anti-union activities. The parties may select an alternative method on a case-by-case basis that reflects the best process for demonstrating employee wishes. If the parties cannot agree on specifics of the procedure, an arbitrator may decide.



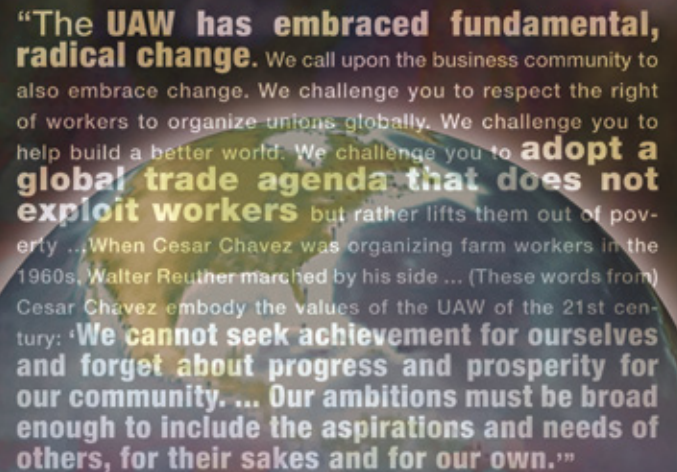
“Both the **free press** and **free unions** depend upon the right of free speech and freedom of association, which in this country are enshrined in the **First Amendment** to the Constitution. The right to organize unions is the **First Amendment for workers.**”

## Bargaining

10. If employees choose to unionize, the employer and union will engage in collective bargaining to achieve an agreement as soon as possible. The goal will be an agreement that takes into account the employer's need to remain competitive; the dignity, respect, and value of every employee; the importance and value of full employee engagement and creative problem solving; and that provides a fair compensation system. The employer and the UAW commit to full information sharing and joint creative problem solving. The employees will vote on whether to accept the agreement. Disagreements between the union and company will be discussed in a respectful manner. If no agreement is reached within six months of recognition, the parties may mutually agree to mediation and/or interest arbitration to resolve any outstanding issues.

## Partnership in the mission of the employer

11. The UAW pledges that if the workers choose union representation, the union as an institution will be committed to the success of the employer and will encourage our members to engage in the employer's successful achievement of its mission. The UAW and the employer will work together in fulfilling the mission of the employer. The UAW embraces a performance-based and participatory culture where the union contributes to continual improvement of processes and shared responsibility for quality, innovation, flexibility and value.



**“The UAW has embraced fundamental, radical change.** We call upon the business community to also embrace change. We challenge you to respect the right of workers to organize unions globally. We challenge you to help build a better world. We challenge you to **adopt a global trade agenda that does not exploit workers** but rather lifts them out of poverty ... When Cesar Chavez was organizing farm workers in the 1960s, Walter Reuther marched by his side ... (These words from) Cesar Chavez embody the values of the UAW of the 21st century: **‘We cannot seek achievement for ourselves and forget about progress and prosperity for our community. ... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.’**”



## Today's Battles

Unions are vital to the American way of life, but they are under attack by anti-union forces and organizations. UAW retirees understand how far we've come and the struggles we've overcome to provide for the benefits that we now enjoy. However, the battle still continues.



The assault on collective bargaining rights is a nationwide campaign being funded by conservatives with a penchant for profit over people. While some states have openly and aggressively tried to nullify workers' rights there are still others that attempt to whittle down workers' First Amendment rights in a more clandestine manner.

No one understands what sacrifices were made to win those rights more so than our UAW retirees. And it is up to all of us to remember and protect workers' rights at all costs. These attacks are not to be taken lightly or lying down.

Now, more than any other time in our history, we have to be vigilant about protecting and maintaining a worker's right to organize and bargain collectively.

When the Affordable Care Act (ACA) was signed into law March 2010, it signaled a long fought victory for all working families and an opportunity to relieve some 50 million people of the burden of overtaxing health care costs. Medical bills are a leading cause of personal bankruptcy filings. And yet, for all that we spend on health care in the United States – more than twice as much, per capita, as most other industrialized nations – we die younger and face higher rates of infant mortality than the citizens of Canada, Japan and most of Europe.

This is the unsustainable situation that the health care reform law addressed, and that the enemies of reform are trying to return us to.

Republicans have made it clear that their ultimate goal is to repeal health care reform and return to the status

quo, leaving tens of millions of Americans uncovered, forcing tens of millions more to pay ever-rising costs for ever-shrinking benefits, and putting U.S. employers at a disadvantage in the global economy.

Social Security and pensions remains a target for conservatives and GOP leaders regardless of the fact that they provide the majority of income for two-thirds of senior recipients.

And for one-fifth, it is their entire income. For older Americans, Social Security is the difference between dignity and despair. The threat to privatize Social Security or tax pensions could devastate some elderly and retired workers that depend on this monthly staple and drastically reduce benefits.

Not every UAW retiree worked for the Big Three. Whether retired from auto, aerospace, TOP, IPS, public sector or any UAW sector, we work to ensure the best possible pension with consideration given the economy, the state of the industry, financial health of the company and many other factors.

If necessary, we will support legal action against companies that turn their backs on their retirees. We have fought for retirees at General Motors, Chrysler, Delphi, Pabst Brewery, Teledyne, Kelsey-Hayes, Massey-Ferguson, Unisys, J I Case, Facet/Bendix/Honeywell, Meridian Industries, Navistar and many others when they tried to unreasonably modify or even eliminate health care benefits from retirees.

In the UAW, we remain committed to our retirees at the bargaining table, in the courts or in the halls of our legislatures and wherever we have to go to pursue justice. We want strong protection for our members and for all workers. That's why we encourage retirees and their spouses to support the UAW through retiree dues and participate in all UAW retiree activities at the local, regional and national levels.

## One Mighty Voice

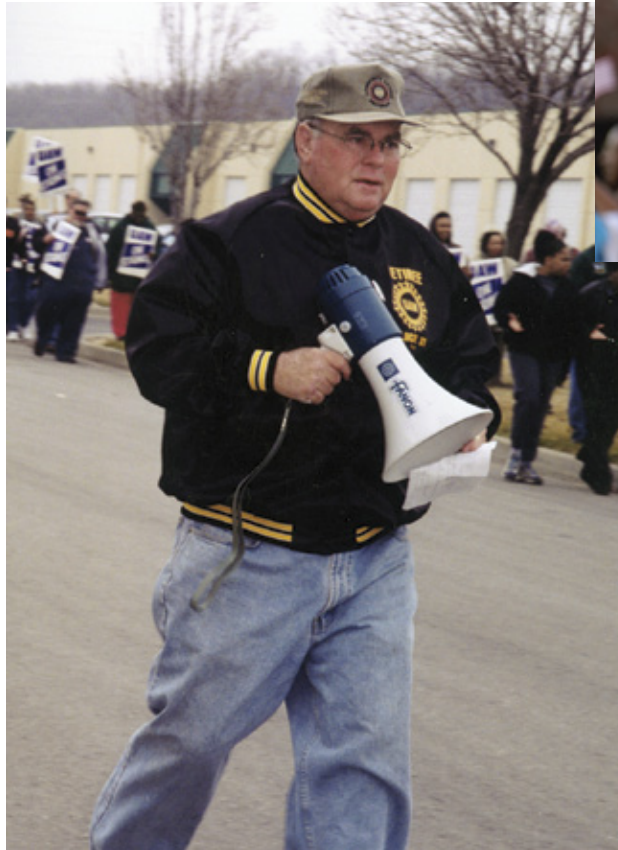
UAW retired workers are actively involved in politics. They visit political leaders in Washington, our state capitols and our city councils. They are involved in everything from local issues, such as fighting utility rate increases, to important national issues.

When President Clinton called a White House Conference on Aging, the UAW retired workers carried our concerns to the president. When the Bush administration passed legislation negatively affecting seniors, our retired members made their voices heard through letter-writing campaigns, rallies and other collective action. And when President Obama stood for working families, seniors and all of the disadvantaged by passing health care reform, the UAW and our retired workers were there to cheer progress in the right direction.

Retired workers are one of the most active political groups in the country. They know the link between the breadbox and the ballot box. After all, the very pensions they enjoy can be negotiated only because a political decision was made when our friends were in political power.

Social Security, Medicare, Medicaid – these are programs created by labor’s friends and opposed by right-wing conservatives who have gained political power and are trying to enact legislation to privatize and weaken these programs.

We are and will continue to fight important battles



to protect our seniors and these much-needed programs.

We are once again working to expand these programs to take care of unmet needs, such as the struggle of many elderly to buy prescription drugs or to provide long-term care for themselves or their loved ones. That’s why we knock on doors, make phone calls and mail literature for

pro-worker and pro-senior politicians.

Our retirees play a critical role in our union. The UAW is one of the few unions that allow our retirees voice and vote at our convention, locals and executive board. The UAW is one of the few unions that have a department structured to represent and service the needs of our retired members.

We need the financial support of retiree dues and the active participation of all our retirees. Together, with one mighty voice, we can overcome the obstacles of the anti-retiree and anti-union forces working against us. We must speak with one mighty voice; our retirement and future depend on it.

# What Americans Have Won Through Political Action

All of these rights were won because Americans identified a need and collectively banded together to fight for legislation to protect working people. Each of these measures is at the center of a conservative attack and is in danger of being wiped off the books with the stroke of a pen. These gains are currently under attack to weaken or eliminate these laws that protect us. Even though, as union members and retirees, we are protected under our collective bargaining agreements, our union contracts do not override local, state and federal laws. Now more than ever, we must fight to maintain and improve these laws that were legislated to protect working and retired Americans.



**1935:** Workers won the right to form unions and required employers to collectively bargain.

**1935:** Social Security Act provides old-age, survivors, disability and health insurance and mandated establishment of unemployment insurance and worker's compensation.

**1938:** Establishment of minimum wage, maximum hours, overtime pay and child labor standards.



**1949:** Won the right to negotiate for pensions.

**1963:** Law required that men and women be paid equal wages for the same work in the same establishment.

**1964:** Civil rights bill ordered restaurants, hotel and other businesses to serve all people without regard to race, color, religion or national origin. Title VII of this act also barred discrimination by employers.





**1965:** Established Medicare and Medicaid.

**1967:** Law prohibits discrimination on the basis of age against employees or job applicants 40 years or older.

**1968:** Ended discrimination in the sale or rental of housing.

**1972:** Established federal pension insurance.

**1986:** Preserved Social Security Cost of Living Allowance (COLA).



**1990:** Americans with Disabilities Act forbids discrimination against qualified persons with disabilities and requires employers to make reasonable accommodations to the restrictions and limitations of disabled job applicants and employees.

**1993:** Family Medical Leave Act (FMLA) provides the right of workers to be with their family for up to 12 weeks of unpaid leave for birth or adoption of a child or serious illness of a family member.



**1995:** Fought against extreme cuts in Medicare and Medicaid.

**1999:** Fought to preserve and utilize the budget surplus to strengthen Social Security.

**2008:** President Bush introduces a bipartisan plan for emergency bridge loans to the U.S. auto industry.

*Continued on page 22*



# What Americans Have Won Through Political Action

**2008:** Barack Obama becomes the first presidential candidate to win more than 50 percent of the vote since Lyndon Johnson in 1964.



**2008:** President Obama drastically increases the auto loans, saving millions of UAW jobs.

**2009:** President Obama signs into law the Lilly Ledbetter Fair Pay Restoration Act, providing that the 180-day time limit for filing lawsuit claims over pay discrimination does not begin to run until the last discriminatory act by the employer.

**2009:** House approves the expansion of SCHIP (State Children's Health Insurance Program), after January approval by the Senate, providing 4 million more children health insurance by 2013.

**2010:** President Obama signs the landmark health care overhaul Patient Protection and Affordable Care Act into law, expanding access to quality care for more than 100 million people with no restrictions on pre-existing conditions.

**2012:** President Obama wins re-election with more than 50 percent of the vote.



## Stay Informed

We are now living in the “information age.”

Communication is available through many methods. One way to stay informed is through participation in your local union retiree chapter or international area council. There is also written information available, and your Retired Workers Department representatives are available to assist you.

The UAW has a website that provides valuable information that can be accessed at **uaw.org**. There’s a feature on this website that enables you to receive action alerts on critical legislative issues and news from the UAW, and a retirees’ section that provides useful information. Retirees can also join the conversation on the UAW’s Facebook page at **facebook.com/uaw.union** or follow the UAW on Twitter at **twitter.com/uaw**.

If we are to stop union jobs and American jobs from leaving the United States, we must educate ourselves and buy union-made, American-made products. There is also a feature on this website that lists all of the current UAW-made cars and trucks. To determine where a car is made, you can read the Vehicle Identification Number (VIN), which is located in three places on the driver’s side of the car. You will find this VIN on the door on the safety certification label, on the dashboard or windshield post, and on the door jam.

There are many websites available to assist you in determining where a product is made. Following are just a few sites to assist you in buying American: **howtobuyamerican.com**, **unionlabel.org**, **theunionshop.com** and many others.

Through the retired workers programs, retirees have a formal structure to assist them in their needs and a voice in an organization that stands for economic and social justice. The UAW Retired Workers Program has been, and continues to be, the envy of retiree programs across the country.

The UAW Retired Workers Programs is available to all UAW retirees, their spouses and surviving spouses. Without the hard-won battles and support of our UAW retirees, these programs would not exist. Even though we still have many benefits and much to enjoy, anti-labor and anti-union forces are eroding the gains we’ve won.

Now more than ever, the American way of life is being threatened, and we need all of our members to become involved in the many battles we still have to fight. We need you and your participation in the Retired Workers Program.

We need you to Join the Action!



### GimmeFIVE

The most exciting new initiative implemented under the leadership of UAW President Bob King has been the GimmeFIVE program. This member mobilization activism program was launched at the 35th Constitutional Convention. It is designed to recruit and engage members to organize, build power and win justice.

GimmeFIVE simply asks members to re-commit to the union by devoting volunteer time in the following areas: organizing, mobilizing, and community and political action. Members are also asked to recruit five members to do the same. Members who complete each segment will receive recognition buttons. But the real reward is a stronger union that has the power to win justice for working families.

**Joining GimmeFIVE is as simple as sending a text.**

Be part of the UAW's GimmeFIVE Program. Sign up by sending a text to **99795** with the word "Join," or go to **gimmefiveuaw.org** and sign up online.

We encourage you to tell others and sign up for these innovative initiatives to stay informed.



# **International Union, UAW**

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June 2013