

2019 | PROPOSED RESOLUTION

Special Convention on Collective Bargaining

— March 11-13, Detroit Michigan —

**2019 SPECIAL
BARGAINING CONVENTION**

**WE ARE
ONE**



EST. 1935

SOLIDARITY FOREVER

PROPOSED 2019 COLLECTIVE BARGAINING RESOLUTIONS

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2019 Special Bargaining Convention Resolutions Book

WE ARE ONE

Introduction

In a tradition that dates back decades, UAW members gather together in the Special Bargaining Convention to set a bargaining agenda that will guide us in identifying priority issues and crafting creative solutions. Over the years, UAW members have struggled with the ups and downs of the economy and the ever-changing politics that frame the rules and regulations under which we organize, bargain and work. Though challenges in general are not new to us, we need to appreciate that the labor market in 2019 is very different from the one the UAW bargained in during the height of the labor movement in the 1970s. Today we work in an environment where “gig” jobs are becoming the norm, unionized workplaces are rare, corporations aren’t expected to share profits with rank-and-file workers, and employers have pitted us against each other and against workers from around the world with global operations and sourcing. We also have politicians and judges who are more likely to write and enforce the rules of the economy in favor of corporate interests. But together, we can take on the challenges of today’s labor market. Through the power of a union, each worker gets a seat at the bargaining table and a say in the contract that provides protection against at-will employment and guarantees the wages and working conditions agreed to in negotiations.

The environment for working people in the U.S. has been changing. Part of the change is a more aggressive, broad-based attack on unions. But part is due to the lack of commitment and loyalty to the U.S. on the part of employers and elected officials. These changes mean that the social safety net upon which our contracts have been built is being eroded. The anti-labor Congress created by the 2016 election targeted Social Security, Medicare, Medicaid, and federal worker pensions to offset deficit-inflating tax cuts for the wealthiest of Americans. Social Security benefit rules are changing to encourage workers to retire later, meaning an aging workforce with increased medical needs. Many employers are increasing retiree costs for health care or phasing out coverage altogether and Medicare isn’t available until age 65 and doesn’t cover all medical costs. The 2016 election also resulted in anti-labor appointees to the National Labor Relations Board (NLRB), the

government agency that enforces labor law as it relates to collective bargaining and unfair labor practice charges.

The lack of commitment to providing good, family supporting jobs can also be seen in the growing use of temporary workers by employers, many of whom are basically permanent employees at temporary wages and benefits. In auto manufacturing, it is not unusual to find that 40 percent or more of the workforce is employed by a temporary agency. Not only do employers fill many positions that were once good-paying jobs with temps, the growth of the practice created another category of precarious workers who have no voice on the job, don't benefit from collective bargaining, have few or no rights at work and no job protection.

Taken together, we find ourselves in a situation where the economy has been expanding for years, unemployment has been at historic lows, but real wage growth has not kept pace with worker productivity, and union density is just 6.5 percent in the private sector and 10.7 percent overall. In addition, most of the benefits of income growth generated by a stronger economy have gone to those at the top of the economic ladder. Anti-worker regulations at the local, state and federal levels bear some of the responsibility, as do employers who exploit low-wage workers, thereby diminishing wages and opportunity for all workers. We cannot forget the role played by corporations, many of which are making record profits, but sharing less and less of those profits with workers and, instead, paying executives and shareholders.

Union power in the workforce and collective strength at the bargaining table provide a defense against low wages and deregulation, provide a counterbalance to anti-worker corporate interests and help mitigate the effects of trade agreements that erode workers' power. Unfortunately, the problem of low union density is unlikely to improve in the next few years because the NLRB is decidedly anti-labor and pro-employer. Since 2016, the board has been working to overturn as many pro-worker rules as possible. At the same time, anti-labor justices have been confirmed to the U.S. Supreme Court and three precedent-setting Supreme Court decisions have weakened unions, the ability to collectively bargain and to hold corporations accountable for unfair labor practices, and other anti-labor tactics.

Despite all of these issues, there is light at the end of the tunnel; the light of our 430,000 members. We are ready to stand together as one, across a wide array of industries and occupations. Our members work in automotive and the parts supplier industries, aerospace and defense, heavy trucks, and farm and heavy equipment industries. We also work in car dealerships and are employed making bathroom fixtures, home furnaces and water heaters, lawn and garden equipment, tools and hardware, firearms, boats, modular housing, toys, musical instruments, pharmaceuticals, canned food, butter, coffee, beer and nuts. UAW members can also be found at home doing freelance writing or providing child care and working in state and local government, universities, casinos, hospitals, media, technical and design centers, libraries, museums, and legal services.

We congregate at 570 active locals, and we are covered by 2,000 contracts at more than 1,000 employers. While our union sisters and brothers may have bargained over different issues decades ago, our ultimate goals are the same today as we carry on the legacy of bargaining for the rights and dignity of workers. We demand safe workplaces, fair pay, better job opportunities and a voice in shaping our work environment.

The positive benefits of our contracts don't stop with our members, they spread throughout the economy. When our work lives improve through collective bargaining so do those of all workers whose employers match the compensation found in union contracts, and as those who benefit from the increased spending at restaurants and local businesses. Our success over the years comes with a great responsibility because we know that when we bargain, it's not just for our members but for workers everywhere who benefit from us raising the bar.

Although the current political climate is making life harder for workers and unions, the economy is healthy, and our union is strong. We are fortunate that as we confront the challenges of self-serving employers and anti-union politicians, we have the power of our brothers and sisters and the protection of our contract to help deliver a better standard of living for ourselves and our families. The world outside the bargaining table poses numerous challenges to winning a fair agreement for workers. But the UAW has a seat at the table with management; an

opportunity to be heard and to shape the future of UAW members for the next four years.

The UAW's Collective Bargaining Philosophy

Bargaining is never easy, and each set of negotiations comes with its own challenges and opportunities. This proposed resolution is intended to help guide us through this process and reflect our bargaining philosophy. This philosophy consists of three core principles:

First, our bargaining program is comprehensive. It takes a big picture view of issues facing our members across all industries and occupations. By adopting a single resolution, we can address the diverse issues we encounter in each round of bargaining while building power union-wide based on a common set of principles.

Second, our bargaining program builds upon past successes. We call this a building block approach. It is a long-term approach that protects gains from the past, makes incremental improvements where they are most needed, and builds for the future. The wages, benefits and work rules we have today are a product of this approach – it took many contracts to get to where we are today.

Third, our bargaining program works to establish and maintain common contract provisions within similar workplaces and across companies. This pattern bargaining approach establishes wage and benefit standards while remaining flexible to differences between companies and worksites. Pattern bargaining takes wages out of competition and forces companies to compete on the basis of their products, not on who can pay the least. Pattern bargaining is a proven way for us to secure our economic and non-economic benefits.

Ultimately, the power of the membership will determine how successful we are in bargaining. We are most powerful when we are unified around a common set of goals, stand together as union sisters and brothers, and defy management attempts to divide us.

Key Issues in Bargaining

Our goal is to protect the rights and dignity of workers and provide safe workplaces, fair pay, better job opportunities and a voice in shaping

our work environment. We will be tackling these issues in an uncertain political and economic environment. The economy has been expanding for years, the unemployment rate has remained low and wages for many workers have started to rise. These are all positives for workers and bargaining. However, most of the gains from this expanding economy have gone to the top one percent rather than to workers and, as we look ahead to the next four years, there are cautionary economic signals on the horizon. Interest rates are higher which slows down demand. President Trump's trade wars, though billed as protecting workers, are also having negative impacts on the domestic economy. Lastly, the legislative, regulatory and judicial climate will remain challenging for workers, unions and collectively bargained contracts.

Though each set of contract negotiations has its own unique issues, all members will need to address the following key issues in bargaining to achieve our goals for our members today and, just as importantly, in the future:

- **Reducing wage disparities within classifications**

In the last four years, UAW members have bargained to eliminate tiered wages. We will continue to work to eliminate tiers where they exist. We will also work to reduce the time it takes for new workers to progress to top wage rates. With our building block approach to bargaining, each set of negotiations provides an opportunity to improve the economics of our agreements. We can take one or more years off the progression, raise the starting rate to a higher percentage of the top rate, or increase the amount by which pay increases with each step of the progression. All of these changes deliver economic gains for current and future members and help to close the gap between workers.

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

Temporary employment has become commonplace in the U.S.; less so in UAW workplaces thanks to our contracts. However, we can do more to limit the use of temporary workers, especially where they are used instead of permanent employees. Contract language can be used to spell out when, for what, and for how long temporary workers may be used. We can also require that our employers directly hire temporary workers and include them in our contracts.

Eliminating the agency middleman makes the employer accountable which is good for the workers and it frees up money that should be paid to the worker, not the agency.

Where we have temporary workers, we need to bargain to include them in our contracts. Through the contract we can make sure their pay is comparable to other new hires. They should also have health care, union representation and a clearly defined path to permanent employment.

- **Insource new and outsourced work**

The sourcing of work is a constant battle in nearly all of our worksites. A key to job security is being busy and insourcing the work we used to do is the best place to start. Additionally, we need to tie productivity improvements to bringing in new work from non-bargaining unit employees, outside vendors or suppliers. Insourcing helps protect and grow jobs, but it also grows UAW membership and helps the union build power. Keeping jobs within a UAW contract also helps maintain standards in wages, benefits and working conditions.

- **New investment**

Keeping fresh products and the best technology in our worksites is key for job security. Prioritizing and bargaining for new investment is how we can invest in our members. New investment gives us the best chance of bargaining good contracts and protecting jobs now and in the future.

- **Training**

We need to push for more training, provided more frequently. New technology will impact all members eventually. The key to making that technology work for us is to make sure we know how to use it and receive ongoing training that allows us to troubleshoot problems. Technology is great, but it can't work to its full potential unless we are also working to our full potential.

- **Protect health care and retirement security**

We will continue to insist that quality, comprehensive, affordable health care is a minimum standard. We must also prioritize larger

employer contributions to retirement savings plans, whether defined benefit or defined contribution plans.

- **Protect workplace health and safety**

There is nothing more important than returning home safely at the end of the work day. With health and safety regulations under attack at the state and federal level, our contract protections are even more important. We must defend language and practices that are working and improve areas that are weak.

We must also find ways to support members who are struggling with one of today's biggest problems: opioid addiction. Whether the member is battling addiction directly, or with family members, we must acknowledge that this is a pervasive and damaging problem, and we need to address it in our contracts.

- **Fair and inclusive workplaces**

We are dedicated to workplaces free from discrimination and where opportunities for advancement and training are available to all members. We also want to make sure our workplaces embrace diversity and inclusion so that all members enjoy dignity and respect from their union brothers and sisters, as well as from management.

- **Organizing**

Our ability to negotiate good contracts for our members is directly related to the union density at our employers. Bargaining to organize is a way to grow the power of our local unions by increasing union membership at our employers. The risks of whipsawing and flipping work drop when the other worksites are also UAW. Bargaining to organize means making it a priority to win contract language such as allowing card check recognition, agreeing to neutrality in organizing drives and allowing the UAW access to non-union worksites. It is an investment in the long-term strength of the union and our locals.

BACKGROUND

Coordinated Bargaining

UAW members negotiate better pay and benefits and win dignity and respect at our worksites through coordinated bargaining. Uniting with other UAW members, and members of other unions who work at the same employer or in the same sector, is a pillar of our bargaining philosophy. We bargain better contracts when we stand together behind a set of common goals and objectives. We will continue to expand the use of coordinated bargaining across all our sectors.

We know that coordinated bargaining works because employers do it all the time. No employer sends different labor relations or human resources executives to different sets of negotiations with different demands, priorities and objectives. We usually see the same faces across the table. They speak with a single voice and we should too.

Coordinated bargaining works best in sectors where we have a strong UAW presence. For example, we have established industry wide wage and benefit standards in many of our Competitive Shop/Independents, Parts and Suppliers contracts. When all UAW members making the same thing or doing the same job have the same pay and benefits, we have taken wages out of competition. This means that employers can no longer whipsaw—force our worksites to compete against each other based on who will do the work for the lowest wage. Instead, employers are forced to compete based on quality, productivity and innovation.

Coordinated bargaining doesn't just happen. Building the power of coordinated bargaining requires months and years of work. It takes time to share information, build relationships, develop common bargaining proposals and strategies, and come together as a unified force, instead of a weak and fragmented labor movement.

We reaffirm our commitment to coordinated bargaining by:

- Forming new and strengthening existing Wage-Hour and Bargaining Councils at key UAW employers and in key UAW sectors. These councils facilitate building power through coordinated bargaining.

- Negotiating common expiration dates in collective bargaining agreements with the same employer or in the same industry. This strengthens our bargaining position by forcing the employer to negotiate with all represented workers at one time.
- Negotiating together over common economic and non-economic issues. If we cannot all sit at the same table at the same time in bargaining, we will coordinate our bargaining schedules and proposals internally to achieve the same result.
- Working with other unions in the United States and around the world who represent workers at our employers and in our sectors. This includes participating in employer and industry councils and labor coalitions. Sharing information and joining together in solidarity strengthens our bargaining position at the table and takes away the employer's ability to pit us against our brothers and sisters in other labor organizations.

Working Together Globally

The corporate agenda in the global economy has been to drive down wages and benefits, to exploit temporary workers, to lobby for laws that weaken collective bargaining and the right to organize, and to reduce standards that protect worker health and safety and the environment. It is clear we cannot maintain economic and social justice at home without securing economic and social justice around the globe. It is critical that we work together across borders to strengthen our position at the bargaining table with employers who have operations around the world. This is important because foreign companies have U.S. operations and American multinationals are expanding abroad. By developing strong relationships with our international counterparts, we have been able to call upon them for help when needed — just as we provide assistance to workers abroad when asked.

One of the ways we work together is through company-based global union networks that unite workers who share a common employer. The UAW bargained to establish such networks at FCA, Ford, and GM as well as at Caterpillar and John Deere. These networks strengthen our bargaining position by arming us with information that only unions can provide, supplementing the unity and strength of UAW members with global unity and working to stop employers from whipsawing workers

across borders. Moreover, these networks are a powerful mechanism for solidarity and cooperation among workers.

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

The UAW works with IndustriALL, a global union federation representing 50 million manufacturing sector workers in over 140 countries. Our membership in IndustriALL has benefited our union with global acts of worker solidarity in support of our transnational organizing campaigns at foreign-owned auto companies with operations in the U.S. The global union federation is also coordinating a campaign urging UAW members and other IndustriALL affiliates to pledge to help stop violence against women at work. As part of our ongoing efforts to prevent and address violence, harassment, and discrimination, the UAW has proudly joined the global campaign “Not in my union, not in my workplace” to work with hundreds of other international unions to help end gender-based violence at work and elsewhere.

The UAW is working with IndustriALL and a coalition of unions to address worker exploitation in Mexico by supporting independent Mexican unions. For decades, company unions have dominated in Mexico. These so-called unions sign “protection contracts,” which are imposed by the employer but not bargained with elected worker representatives. However, the recent Presidential and legislative elections in Mexico have brought about a change for the better in the political landscape. This is the beginning of a new chapter in which workers will be able to join independent, democratic unions to negotiate livable wages, fair benefits, and better working conditions. Stronger, independent unions in Mexico will protect the interests of UAW members and U.S. workers by slowing the race to the bottom.

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

- Work in the global union networks to exchange information, implement strategic cross-border organizing initiatives and work together to strengthen the bargaining position of all workers.
- Work with IndustriALL, other international unions and experts to develop proactive strategies to deal with new technology and the changing nature of work. We want to preserve good jobs and to ensure jobs of the future are good union jobs.
- Negotiate strong enforceable Global Framework Agreements with employers that have operations in the United States.
- Solicit support from our global union partners for our transnational organizing campaigns.
- Fight to stop gender-based violence, harassment and discrimination at the negotiating table, on the streets, and in the domestic and international political arenas.
- Support independent, democratic unions around the world to fight for a global economy that works for everyone.
- Work for justice in the global supply chains that are linked to our workplaces. We will demand transparency from companies and accountability for the use of subcontractors and third-party sourcing. We stand for freedom of association, collective bargaining rights, safe workplaces and living wage jobs for all. When possible, we will use our strategic position in the supply chain and our access to management to demand fairness throughout the many operations linked to our employers.
- Defend International Labor Organization (ILO) standards and work for their full implementation in the United States. We will also work with our allies around the world to support their struggles to achieve respect for basic workers' rights.

Political Action and V-CAP

The UAW is politically active because our ability to make progress for workers at the bargaining table is tied to our ability to elect pro-labor candidates to office. Federal, state, and local officials make countless decisions that impact the well-being and quality of life for working Americans; these decisions can support or undercut contract provisions we negotiate at the bargaining table. We must remain actively involved

in the political process in order to advance the interests of workers on issues like workplace health and safety, trade policy, the right to organize, the right to a fair collective bargaining process, pensions, Social Security, Medicare, Medicaid, and civil and human rights.

In a time of very deep political divides and social unrest, our political action is guided by our core values with the goal of electing candidates who will listen to and advocate for working women and men, not just large campaign donors. One of the most effective ways to ensure that all working Americans are represented in politics is to make sure that pro-worker candidates are elected and held accountable.

UAW members help elect pro-worker candidates by supporting V-CAP through V-CAP checkoff. V-CAP is the UAW's political action program, which includes the Union's Political Action Committee (PAC). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support pro-worker political candidates who have earned the endorsement of the UAW Community Action Program (UAW CAP). This voluntary contribution is usually made through automatic payroll deduction, called V-CAP checkoff. By law, union dues cannot be used to contribute directly to any federal candidate, and in an ever-increasing number of states, any statewide candidate for public office. V-CAP checkoff is established in the UAW Constitution, Article 12, Section 20 which is our only means of monetary support for many labor-endorsed candidates. V-CAP will give not only UAW sisters and brothers, but all men, women, and children, young and old, a voice and hope of creating a more just and equitable society.

Without these voluntary contributions, our ability to impact the outcome of important elections would be greatly weakened. A V-CAP checkoff clause allows us to contribute directly from our paychecks, to decide how much to contribute, and to adjust our contribution amount at any time. Consistent monthly checkoff contributions are the source of most of our V-CAP funds and this method allows us to gear up for big battles ahead. To give UAW members a strong voice in politics, we will pursue the following objectives at the bargaining table:

- V-CAP checkoff language in all UAW contracts.
- Contracts containing V-CAP checkoff language must be reviewed to assure that employers provide all needed information and charge only reasonable administrative fees.

- We must redouble our efforts and continue bargaining to receive V-CAP information in an acceptable electronic format from the employer. This is becoming even more important as many laws have changed making it harder for unions to represent members in politics.

ECONOMIC ISSUES

Wages and Salaries

Bargaining committees across the union have been taking advantage of the strong economy to raise wages and salaries. We have also targeted inequalities within our contracts and eliminated tiered wages wherever possible. The next four years our job will be to continue to chip away at wage inequalities where they exist, such as in long progressions and lower wages for temporary workers.

However, we must also have an eye on the larger inequality in our economy. CEOs at America's top firms have seen their extraordinary compensation increase nearly 50 percent since the recession and profits are eating an increasing share of our nation's income at the expense of wages for workers. Corporations are handing those profits over to shareholders rather than reinvesting in the business and the workforce. This inequality is the result of too much corporate power in our economy. The impact is clear when the unemployment rate sits below 4 percent and over 7 million jobs remain unfilled, yet workers' inflation-adjusted wages are stagnant.

While CEOs make millions or billions, they tell American workers they need to compete with oppressed workers in Mexico and China. In Mexico, automakers have used sham unions to suppress workers and pay wages below \$3 per hour. These same companies then threaten U.S. workers with those low wages.

Other workers are denied job security through temporary working arrangements and often contend with the further insult of lower wages and fewer legal protections. According to the Bureau of Labor Statistics, in 2017 the median wage for a production worker employed through a temporary agency was 29 percent lower than production workers directly employed by manufacturers.

Meanwhile, politicians attack workplace democracy, safety, and job security, while passing unfair trade deals. Our brothers and sisters in the public sector have been fighting this battle with anti-worker elected officials who believe the route to a balanced budget is on the backs of working people and retirees. Altogether, these forces put relentless downward pressure on wages.

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

To these ends, the UAW intends to:

- Eliminate tiered wages so workers doing the same job with similar experience receive the same rate of pay.
- Work to establish wage and benefit standards so that employers cannot whipsaw workers across work sites, jobs or departments.
- Establish wage progressions that are based on objective, clearly defined measures. We will also seek to improve progressions to reduce inequality between workers.
- Seek wage increases that ensure earnings keep pace with or exceed inflation.
- Seek to eliminate the pay incentive for using temporary workers, so all workers can enjoy good pay and a stable job.
- Seek pay equity between men and women to ensure that men and women receive comparable pay for comparable work and equal access to new job opportunities.
- Seek just rewards for workers' skills. Well-designed "pay for knowledge" systems offer workers an opportunity to increase their pay by expanding their skills through education and training. We will continue to address the issue of compression between skilled and production wages in order to maintain a fair balance between the two,
- Establish a healthy balance between wages and variable compensation like profit sharing. Variable bonuses are positive additions as long as they supplement good wages and benefits.
- Bargain for an election day holiday so we can elect representatives who will support our public sector members.

Retirement Income

The UAW firmly believes that all Americans deserve a dignified and secure retirement supported by an employer-provided retirement plan, Social Security and personal savings. Through the years, we have used a building block approach to negotiate and improve employer-provided retirement benefits, whether they are defined benefit pensions or defined contribution plans such as 401(k)s.

As we bargain over retirement income benefits, we must educate ourselves and seek technical assistance when needed because the legislative and political landscape is constantly changing. These dynamics can make bargaining challenging and give employers cover to change essential benefits.

For years, defined contribution retirement plans, like 401(k) plans, have been replacing defined benefit plans as the sole employer-provided retirement income benefit. Defined contribution plans allow us to change jobs and take our retirement savings with us, but we also bear the risk of making sure we have sufficient savings to support us throughout our retirement. We are alarmed that the percentage of employers offering a matching contribution to defined plans has declined in the last four years. Where negotiation of a defined pension plan is not feasible, we support a strong defined contribution plan that includes a significant employer contribution, that is not dependent upon an employee contribution.

Traditional defined benefit plans provide us with guaranteed, lifetime monthly retirement income and we strongly support them.

We will address the following general pension issues in bargaining:

- Employers may demand to “freeze” our pensions. These freezes sometimes exclude new hires from participating in defined benefit plans; sometimes the multiplier is frozen and sometimes accruals are stopped. Defined benefit plan freezes have occurred despite adequate plan funding levels, or even when the employer’s financial position was good. Pension plan freezes are often just a first step to plan termination.
- The Pension Protection Act of 2006 (PPA) impacted pension bargaining. This law was meant to strengthen the funding of

defined benefit pension plans and reduce stress on the Pension Benefit Guaranty Corporation (PBGC). However, some employers use the PPA as an excuse to dilute a defined benefit plan or refuse to bargain improvements. In the worst cases, employers use the law to threaten to freeze or terminate the plan.

- The PPA places restrictions on seriously underfunded plans. Depending on the level of underfunding, restrictions can range from prohibiting plan amendments that increase benefits to prohibiting workers from accruing future benefits. We must use our UAW pension experts to verify employer claims relating to these restrictions.
- A recent bargaining trend is for employers to buy out current retirees and institute lump sum options to new retirees. This practice is known as “de-risking.” We will assess any employer de-risking proposal we receive under the standard of what is in our best interest.
- Some employers claim accounting issues require regressive changes in our pension plans or use them to justify de-risking. These claims must be independently verified.
- Defined benefit plans in the public sector continue to battle intense scrutiny and attack. Many plans are underfunded through no fault of workers and the solution most often proposed by elected officials and the media is a pension freeze.

When defined contribution plans are the sole retirement benefit, we will:

- Bargain employer contributions that are independent of employee deferrals (which are personal savings).

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

- Resist employer efforts to abandon defined benefit plans for defined contribution plans.
- Improve normal and early retirement programs through increases in basic benefits, supplements, and temporary benefits for both current and future retirees. Improvements can also be accomplished by providing additional benefits to protect and maintain purchasing power against inflation.

- Improve the funding status of our plans to improve the security of benefits and to avoid restrictions on our benefits.
- Eliminate provisions allowing for the reversion of pension fund assets to employers when a plan terminates.
- Improve provisions providing for credited service for layoff, sick leave and designated categories of hazardous work.
- Remove early retirement eligibility restrictions for those of us who are affected by full or partial workplace closings, spinoffs, sales, or other forms of employer restructuring.

Health Care

Employer-provided health care benefits are a critical part of our compensation, and we are committed to preserving good collectively-bargained benefits for our members and retirees by fighting to protect our gains, maintaining quality coverage, and resisting shifting costs to workers.

Despite the passage of the Affordable Care Act (ACA) in March 2010, many challenges remain to preserving health care benefits. The ACA contained important provisions that improved health care benefits and slowed rising health care costs, but the continuous attacks on the ACA jeopardize these gains, such as ensuring coverage for patients with pre-existing conditions or eliminating lifetime maximums and other maximums.

Access to health care coverage has improved under the ACA. However, in 2017, 27.4 million Americans were uninsured. This is why our ultimate goal remains a comprehensive, universal health care plan that will provide quality coverage for every person in the United States. Health care should be a right, not a privilege.

Health Care Costs: Health care costs continue to rise and, in response, employers try to shift costs to workers and erode the quality of health care benefits at the bargaining table. For example, they may propose eliminating coverage for spouses and dependents, raising deductibles, copays or premiums, or limiting the choice of providers.

The Kaiser Family Foundation has continually studied the cost of health care and how it affects individuals. Worker share of the premium has remained in the range of 26.4 percent to 28.3 percent over the past 10 years. However, because of continued health care cost inflation, this results in higher and higher out-of-pocket costs.

It is not just inflation that is increasing health care costs for workers. Employers are compounding the problem by shifting health care costs to workers by increasing deductibles, copays, and coinsurance in the benefit design, as well as through so-called 'innovations' such as high-deductible health care plans. High-deductible plans can be appealing to the healthiest workers, but are out of reach for most workers, especially those with serious illnesses. The result is siphoning off the healthiest enrollees and driving up costs for other coverage options. High deductible plans are not a solution to increasing health care costs; they only serve to shift costs to workers.

Prescription Drugs: Prescription drugs have continued to add to the strain of health care costs. Employers continue to propose more cost share and more copayment tiers that require greater out-of-pocket costs, but cost-shifting is not the solution to the rising cost of prescription drugs. To address the issue, we can partner with employers to create solutions that ensure employees are receiving high-quality, cost-effective care, while discouraging waste in the system. When negotiating benefits, we will focus on improving quality, reducing the cost, and promoting the health and wellness of our members.

In this round of bargaining, we will:

- Resist cost-shifting and address employer efforts to increase deductibles and coinsurance.
- Work to maintain and improve upon the gains brought by the ACA by incorporating them into our contracts.
- Work to eliminate any gaps in coverage between workers.
- Push employers to design pharmacy benefits that improve access and reduce the cost of care.
- Support voluntary disease management and care management programs.

- Work to protect employer provided coverage for spouses with inferior alternative coverage.
- Work to secure and protect health care benefits for our retired members.
- Demand longer, more comprehensive employer-paid coverage during temporary and permanent layoff and periods of disability.
- Continue to work towards and support the establishment of a national health care system.
- Resist high-deductible health care plans that shift risk and cost to workers.

Group Insurance

Our earning power is directly linked to our ability to live in dignity and provide for our families. Lost earnings as a result of injury, illness or death are among the most unpredictable threats to working people. Our negotiated group insurance benefits include basic, optional and dependent life, accidental death and dismemberment, survivor income benefits (transition and bridge), short and long-term disability. These essential programs provide critical support at our most vulnerable times and should be protected and enhanced.

As we bargain over group insurance benefits, we must educate ourselves and seek technical assistance when needed because the legislative and political landscape is constantly changing. These dynamics can make bargaining challenging and give employers cover to change essential benefits.

Our collective bargaining efforts will include:

- Employer-paid benefits.
- Increases to the life insurance coverage of retirees.
- Protecting survivor income benefits.
- Ensuring sufficient disability benefits are universal and definitions are fairly applied.
- Guaranteeing that disabling mental health conditions are treated the same as disabling physical health conditions.

- Working to provide retirement savings opportunities to disabled workers without defined benefit pension plans.

Profit Sharing

The UAW first incorporated the use of profit sharing proposals into its bargaining strategy over 70 years ago at the 1958 Special Constitutional Convention under the direction of Walter Reuther. The rationale was laid out very clearly: “The UAW supplementary economic demands would facilitate the equitable sharing of the greater productivity and advancing technology by workers, consumers and stockholders.”

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

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

However, because business conditions change over time, plan language needs to be thoroughly reviewed, updated and improved during each contract negotiation. Updates should include the metrics that the plan is based upon and enhancing payout calculations to increase the likelihood of higher payouts. Additionally, updated language is often required to address changes in corporate structure or the creation of new reporting segments in their business.

Although there is no “one size fits all” approach to creating a good profit sharing plan, the following strategies should be applied depending on whether you are bargaining with a corporation with publicly traded stock, a private for-profit company, a non-profit organization, or in the public sector.

Publicly traded corporations: Over the past few years, S&P 500 companies have reported record profits. On top of these record profits, the newly enacted tax cuts funded by hard working taxpayers are

adding even more to the bottom line of these companies. At a certain point, when companies have consistently generated significant profits after paying for normal operating expenses and capital expenditures, they find themselves with what is commonly referred to as “excess cash” and must make decisions on how to use these funds. They can use excess cash to reduce prices for customers, invest back into the U.S. by building new modern facilities, pay down debt or shore up underfunded pensions or retiree medical obligations. Instead, the lion’s share of the excess cash is being sent to the company’s shareholders through increased stock dividends and share buybacks. In 2017 alone, public companies spent more than \$800 billion dollars to buy back their own stock in order to increase their earnings per share. This figure surpassed the \$1 trillion mark in 2018.

With these startling trends in mind, profit sharing plans at public companies should have two separate components.

The first component is a traditional profit sharing plan that provides a payout based on the main profit metric associated with the business unit or segment that is most relevant to the membership on a geographic basis. This profit metric needs to be publicly disclosed and reported to the Securities and Exchange Commission (SEC). For example, if a company publicly reports a profit figure for its U.S. or North American operations, that often is the most relevant figure to base the plan on.

The second component is a new idea in response to all the money being returned to shareholders. It would provide an additional payout to UAW members when a company makes a distribution to shareholders for special dividends, increases to normal dividends, and/or when a stock buyback program is announced. The goals of this second component of the profit sharing plan is to 1) provide UAW members with an equitable share of the excess cash they helped generate and 2) provide an incentive for companies to start investing more heavily in its operations and workforce right here in the U.S.A. instead of the current practice of excessive givebacks to its shareholders.

Private for-profit companies: Profit sharing plans should be based on the company’s main profit metric, which is often the same primary metric that executive compensation plans are based upon. Since there is often no publicly available financial information to rely on, whatever

profit metric is utilized, it should be fully traceable to a set of annual financial statements which is audited by an outside CPA firm.

Non-profits or public sector: In organizations where profit generation is not the primary goal, other financial or operational metrics can still be used to form a bonus plan. Examples of alternative metrics include operating surpluses and budget performance. Whatever performance metric is used, it should be traceable to publicly available financial disclosures, such as Federal Form 990 filed with the IRS or annual financial statements audited by an outside CPA firm.

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

Companies often propose profit sharing plans as a means of shifting cost away from what they call “fixed” wages and benefits to “variable” payments which are only made if profit metrics are achieved.

The UAW takes a different view. We firmly believe and make clear that profit sharing plans should never be a replacement for solid wage and benefit increases negotiated at the bargaining table, rather profit sharing plans should be considered a supplement to those wages and benefits.

Work Schedules

Through collective bargaining, we believe that work schedules can be negotiated to create an important balance between work and family. These schedules can improve worker satisfaction, aid in worker retention, reduce absenteeism, improve health and safety, and create new jobs on UAW worksites.

Schedules in the industries we represent include the traditional five-day work week, alternative work schedules and flextime schedules. They also vary both between worksites and within the individual worksite. We believe these schedules can be designed or modified to address both the employers’ needs and the individual values of multiple generations of workers.

Whichever work schedule model is selected, the purpose of a work week schedule is to provide balance between employers' needs and our members' ability to meet personal, family and social needs.

We support limiting the maximum number of hours worked in a week. Schedules that may require overtime should have strict limits on both duration and frequency. Overtime should never be used to restrict or substitute the hiring of workers.

In worksites that must respond to fluctuations in demand for the product or service provided, the employer should be required to give the maximum possible advance notice. We should have the right to decline overtime, except in isolated circumstances.

Work schedules should be designed so that fatigue and injuries are eliminated. The schedule should provide adequate paid relief time and job rotation. Where possible, the relief time should be designed with flexibility to fit our individual schedules and workloads.

The physical requirements of the job should be carefully monitored. Jobs that are ergonomically taxing should have strict limitations on the amount of time a worker spends on it. We must use the bargaining process to make sure that work schedules are based on sound ergonomic principles.

When alternative work schedules are considered, we must seek consistency in compensation practices for all mandatory, voluntary or obligatory time away from the job. This includes ensuring the appropriate wages, premiums and hours are provided for vacation, bereavement, jury duty and all other leaves.

We support premium pay for any schedule that requires work beyond the traditional eight-hour day, Monday through Friday work week. This is to compensate for the potential disruption to our family, civic or social engagements. This should include premium for schedules that require "off-shift" or weekend work. Likewise, industries that require "on-call" readiness should be required to compensate for schedules that limit activities during time away from work.

Where operationally feasible, we should be able to adjust our starting and ending times, or work non-traditional schedules to meet our

individual needs. Likewise, we support schedules that can be individually modified to support important life events such as child or elderly care.

In workplaces that allow work off-site, we should require that this work is protected and compensated just as traditional employment.

We encourage negotiating schedules that compress the work week. To improve our quality of life outside the workplace and support our engagement in the community, we will seek additional holidays and increased vacation and personal time. We also support mechanisms and policies to encourage the full utilization of vacation entitlements.

We resist the use of traditional, alternative, or flexible schedules to limit or reduce other contractual rights, such as employer paid health care or retirement benefits. Compressed or modified schedules are meant for improvements in work and family life, and we should not allow schedule changes to degrade these improvements.

In all cases, we believe that schedules should be designed and implemented through good faith bargaining with the employers. Through negotiations, we can ensure that schedule flexibility can be applied in a manner that is equitable rather than arbitrary. The balance of work life and life outside of work can be enhanced only through equal application of these schedules.

Temporary Work

There were nearly six million temporary and contingent workers in the U.S. in 2017. Although some jobs are temporary by nature, the increased amount of contingent employment in our country is due to employers using long-term temporary workers in place of permanent, direct hires. They do this to avoid the costs of unemployment insurance, workers' compensation, and other paid benefits. It also provides the employer complete operating flexibility. But this flexibility places all the risks of the ups and downs of business on poorly paid workers and their families.

We must differentiate between truly temporary assignments and long-term temporary workers filling permanent openings. Blurred lines between these two roles could put decades of bargaining gains at risk.

Our contracts need to define clear limits on the use of temporary workers. In cases where temporary workers are employed, they deserve union representation. We also have the duty to stand by workers in the fight for secure employment and define an approach to obtain it.

Our bargaining goals include:

- **Restricting the use of temporary workers.** In our agreements, specific language should be negotiated to define when temporary workers can be used. This language should include the number of temporary employees, the duration of their employment, and by whom they are employed.
- **Increased security and benefits for temporary workers.** Our agreements should provide temporary workers with greater job security and stability.
- **Provide a path to permanent employment.** Our agreements need to define a clear path from temporary employment to permanent positions.
- **Temporary workers' employment should not go through a temporary agency.** Our agreements should mandate that temporary workers be employed directly by the employer with which we collectively bargain.
- **Temporary workers should be covered by our collective bargaining agreements.** Temporary workers should receive the same pay as other newly-hired workers and have access to employer paid union orientation and union representation.

Work and Family

Our members are not just workers, but also family members with important responsibilities. Consequently, our bargaining goals include provisions that allow workers to meet their responsibilities as workers, parents, caregivers, spouses and friends.

Parents and caregivers have a responsibility to the individuals in their care. When the employer recognizes this fact, the worker is empowered. To support members in their roles outside the workplace, our bargaining goals include: common sense scheduling, child and elder care resources, contract language that recognizes the different

family structures, parenting, lactation and mindfulness. Attainment of these goals is mutually beneficial to all involved.

Schedules

Work schedules can have a serious impact on work and family balance. Schedules that support both work and family life can help reduce absenteeism and alleviate stress which will help improve health and safety on the worksite. We support the goals identified in the Work Schedule section of this resolution that pertains to work and family including:

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

Child and Elder Care Resources

For our work sites that have child and elder care resources, knowing and understanding what programs are available will help to reduce stress and help in planning child and elder care. Expanding our child and elder care assistance programs is also a necessity as quality child and elder care is still unaffordable for many.

To do this, we will bargain to:

- Always have a designated person/people available to assist members who are navigating through elder and/or child care programs.
- Meet individually with members to evaluate their needs and match them to available services.
- Work with child care providers and area agencies on aging in the community to improve the quality of services and negotiate group rates.
- Have onsite educational programs that provide resources, seminars, educational materials and hold elder/child care fairs that invite local businesses to discuss options available to our members.
- Have onsite child care to make the work and family balancing act easier for members to manage. This will also increase employee

productivity and reduce absences due to child care issues. In locations where onsite child care is not a possibility, group rates should be negotiated with nearby facilities to provide more affordable, quality child care for employees.

- Negotiate group rates or onsite programs for school-aged children for before and after school care, holidays, school closings and summer programs.
- Expand flex spending accounts for use on elder and child care.

Chosen Family Contract Language

Families come in all forms and recognition of the diverse family structure is imperative in modern society. Long-term partners, friends who have become like siblings, or a neighbor who provides regular care to an elderly individual are now considered family.

To account for this we will bargain for:

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

Parental Leave

Paid parental leave that encompasses all variations of the family and enables parents to be present in the life of their young child.

To do this we need to bargain:

- Paid maternity and paternity leave.
- All parental leave should be extended to include the non-traditional family recognizing a parent's role regardless of their presence on the birth certificate.
- Paid maternity leave extended.
- The option to use both maternity and paternity leave intermittently throughout the first year after birth.
- Paid adoption leave for spouses and partners who have recently adopted with intermittent leave offered throughout the year following the adoption.

Lactation Resources

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

- No more than a 5-minute walk from work-site.
- Functional for expressing milk.
- Shielded from view.
- Free from intrusion by the public and coworkers.
- Available whenever a mother needs to pump or express milk.
- Equipped with an outlet and a small refrigerator to store milk.
- Not in a bathroom.

Mindfulness

Dealing with work/family/life balance can cause a lot of stress. Bargaining for mindfulness training would help to alleviate that stress, promote more peaceful worksites and help overall health and well-being.

NON-ECONOMIC ISSUES

Health and Safety

In 2017, 5,190 workers went to work and never returned home to their families. It is the first time in nearly a decade that the number of deaths surpassed 5,000. That means an average of 99 workers per week, or 14 per day, were killed on the job. In addition to the increased number of fatalities, approximately 2.8 million nonfatal workplace injuries and illnesses were reported, with nearly 900,000 of them resulting in lost work days. It is estimated that the true toll of neglecting workplace safety is two or three times higher due to underreporting and fear of job loss or reprisal. The tragic trend of increased job fatalities shows that work is becoming more dangerous and deadlier thanks to the assaults on regulatory protections and funding for worker safety initiatives by the Trump Administration and Republicans in Congress. America's workers deserve better.

Through Presidential memorandums and executive orders, new regulatory protections have been frozen and rules to safeguard workers have been rolled back or eliminated altogether. Rules requiring employers to keep accurate injury and illness records and to disclose safety, health and labor violations to qualify for federal contracts have been repealed. Additionally, a proposal to slash the Department of Labor's budget by 21 percent would have a direct impact on the Occupational Safety and Health Administration's (OSHA) ability to enforce protection standards and conduct worker safety and health training programs going forward.

OSHA's resources to enforce job safety and oversight are too few and declining. There are roughly 800 federal and 1,000 state inspectors to inspect over 8 million workplaces. That is one inspector for every 76,400 workers, or enough inspectors to inspect workplaces once every 159 years. OSHA's current budget amounts to a paltry \$3.65 per worker to protect workplace health and safety. Fewer resources and less oversight will mean more workplace injuries and deaths. Workers need more health and safety protections, not less. This is unacceptable.

Given the scarcity of governmental resources to ensure safe work environments, we are unable to wait for an already overworked and underfunded federal or state inspector to enforce continually

weakened regulations. We must bargain stronger health and safety language into our contracts and demand more involvement in safety processes in every employment sector based on hazard identification, job evaluation, and elimination or control of all hazards. Therefore, in this round of bargaining we will maintain previously won protections and demand improvements in the following categories:

Health and Safety Training

All UAW-represented workers should receive jointly administered, employer-financed, health and safety training informing them of their rights to a safe and healthful work environment in their respective employment sector, as well as detailed job specific safety training identified by established local joint Health and Safety committees. The training should be delivered by other UAW-represented workers. Where joint training programs have not yet been established, we will demand that health and safety courses that address hazards specific to the type of work performed are made available to workers.

Research

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

Injury and Illness Reporting

We will bargain language to encourage reporting of near miss and safety related incidents no matter how minor in scope and to protect workers from fear of reprisal for reporting such incidents. Near miss and minor incidents identify potential workplace hazards that can be remediated before a more serious incident or injury occurs. We will continue to oppose and seek to eliminate any employer threats to discriminate, discipline or discharge a worker who reports a workplace incident or injury. Further, we will oppose “behavior-based safety” schemes designed to focus on worker actions rather than processes and elimination of hazards. We stand opposed to drug testing in response to reporting a safety incident.

Refusal of Hazardous Work

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

Emergency Response

Every worksite must have an established written emergency response plan, an up-to-date contact list of key facility and municipal emergency response personnel, continuous training, and regular evacuation/take cover drills with separate signals for take cover, evacuation and all clear. Signage, emergency lighting and a system for accounting for all workers in the event of an emergency must be in place.

Medical Treatment

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

New Technology

Advanced notification of new processes, equipment, machinery, or systems of work must be provided to us at the earliest design-in stages possible so that potential hazards can be identified and addressed prior to introduction. Newly developed materials such as nanotechnologies, advanced composites or newly developed chemicals, solvents, fluids and the like, must be assessed for risk and deemed safe for use prior to exposure to any workers. It is imperative that Safety Data Sheets be kept current and available upon request.

Preventative Maintenance

Every worksite needs a well-developed plan that identifies and documents scheduled maintenance on all equipment, machinery, devices and processes used in operations or environmental safety. Skilled trades workers, technicians and other pertinent workers must

be trained in all relevant safe operating procedures, regulatory, code and standard requirements prior to being assigned maintenance or repair tasks. Deficiencies must be corrected immediately, or equipment removed from service until corrective action can be completed.

Ergonomics

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

Our bargaining agenda for improved ergonomics must include:

- A commitment from employers to fix jobs that are known to pose a hazard.
- Established employer funding for ergonomic improvements in all sectors.
- Accurate reporting, investigation and correction of jobs where ergonomic-related symptoms are identified.
- An agreement by employers to follow established ergonomic best practices.
- Requiring all new equipment meet appropriate ergonomic design standards and insisting on UAW involvement in design and implementation stages of new equipment and processes.
- Safety equipment designed to work effectively for all sizes of workers.
- Increased focus on specific ergonomic provisions to protect health care workers required to lift and move patients.

Noise

Protection against hearing loss is of paramount importance to workers as it impacts their lives forever. We will bargain for jointly-administered

noise abatement committees and call for increased engineering controls rather than relying on personal protective equipment only. We will require regular audiometric testing performed for workers exposed to levels above 85DbA and demand a reduction in noise levels to 80DbA or less, in the worksite, in existing equipment and in all newly purchased equipment and machinery. We will continue to demand a safer level than the minimal OSHA standard.

Hazardous Energy (Lockout)

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

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

Vehicle Traffic

Over-the-road and industrial vehicle/pedestrian traffic are major causes of serious injuries and fatalities. We will demand improved safety protections in highway work zones, on loading docks and in high pedestrian industrial vehicle traffic areas by the formation of vehicle/pedestrian committees in needed worksites and the use of new technologies where available.

Working Alone

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

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

Biological/Chemical Hazards

Effective procedures must be in place to protect workers in the healthcare industry from exposure to bloodborne or other pathogens, communicable diseases, and infectious conditions. Workers who have been exposed to potentially toxic agents or materials must be provided with medical services, physical examinations and other appropriate tests at no cost to them to determine whether their health has been adversely affected. Affected workers shall be provided with written examination and test results related to occupational exposure.

Because of the Trump Administration’s assault on regulatory protections; its desire to eliminate the Chemical Safety Board; its delay to the effective date of OSHA standards in materials such as beryllium and silica; and its desire to cut the job safety research budget by \$100 million, we will negotiate to reduce or eliminate the risk of injury or illness caused by toxic chemical exposure in the workplace by seeking:

- Increased involvement in exposure measurement and remediation through the expanded use of company-funded UAW Industrial Hygiene Technicians in worksites.
- Reductions in the use of toxic chemicals through substitution of safer chemicals or other methods.

- Frequent inspection, maintenance and upgrading of filtration, ventilation and air cleansing systems to improve environmental air quality including protection from exposure to environmental tobacco and other smoke.
- More protective exposure limits to all known toxic chemicals including, but not limited to, coatings, lubricants, adhesives, hardeners, solvents, cutting fluids, airborne materials, etc.

Hazardous Waste/Environmental Safety

Improper handling of waste materials, waste water, accidental discharges, and spills can lead to toxic substances finding their way into our communities and water sources. To ensure safe communities, we must demand proper safe handling and disposal of toxic waste. To address environmental issues and concerns, we will demand involvement in the development and monitoring of worksite environmental protection procedures and to receive all data related to environmental protection programs that safeguard against toxic chemical releases.

Inadequate Staffing Levels

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

Contractor and Outsourcing/Privatization Safety Implications

We stand opposed to outsourcing and privatization of work as it invariably introduces unsafe work practices into the worksite. Third party, contract or agency employees with inadequate health and safety training put UAW-represented workers at risk due to dangerous work practices that potentially erode our well-established safety policies and procedures. In the event management is contemplating the outsourcing of work as an only alternative, or utilizing third-party employees or outside contractors, we demand that:

- Supplier and contractor health, safety and environmental practices be reviewed and are weighed heavily in the decision for sourcing or privatization contracts.
- Third-party employees and outside contractors must be required to comply with all established safety requirements commensurate with represented workers.
- Contractors must provide a job site safety plan to the local joint parties for review and approval before work is performed.
- Where the nature of the contracted work requires a third-party/contractor employee to work in proximity to represented workers, adherence to all worksite safety practices is mandatory.
- All contractor safety incidents, injuries or near misses must be reported to the proper UAW representatives at the worksite.
- We will be granted access to both domestic and foreign supplier plants or vendors for investigating their health and safety practices.
- We will be provided with environmental and safety records from all suppliers and vendors and be given the opportunity to respond to any concerns.

Periodic Joint Audits of Worksites

As the Department of Labor and OSHA continue to see funding and human resources decline, there will be fewer federal and state worksite inspectors. Some employers will determine that mitigating risk is a cost they would rather not incur. The result of diminished compliance inspections is that workers will be at greater risk of workplace injuries and illnesses. To ensure a safe and healthful work environment we demand that:

- Employers agree to a joint formal performance review (audit) of their locations and health and safety practices as a means of obtaining and re-enforcing compliance with established health and safety requirements and regulations.
- A worksite visit itinerary be established and scheduled through appropriate channels, with a worksite joint opening conference that includes the Shop Committee Chairperson, the highest-ranking member of management, and other key facility personnel.

- The parties conduct a plant walkaround inspection and review written records in safety and health practices and standards compliance and accident/incident reporting and injury/illness records.
- An onsite closing conference be conducted to report findings of the audit.

Opioid Crisis and Addiction in the Workplace

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

Opioid abuse, both prescription and illicit, was involved in more than 35,000 deaths in 2015 and increased to nearly 64,000 deaths in 2016. There are now more deaths from drugs, two-thirds of which are opioid related, than from car accidents or gun violence in the U.S. annually. Clearly opioid addiction is a societal crisis. The estimated cost to the economy of this crisis is \$400 billion per year, most of that in the workplace.

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

- The creation of "Optimal Care Plans" through the expansion of employer funded, Union administered Employee Assistance Programs (EAPs) for the prevention of dependency and

addiction caused by chronic use of opioids or other potentially addicting chemicals.

- Increased education and awareness related to the complexities of opioid and other substance abuse addictions for workers and their families.
- Enhanced and expanded treatment programs.
- Treatment, rather than punishment, for workers with addiction.
- Continually updated training for entire worksite populations, including supervisor training.
- The inclusion of appropriate UAW representatives in developing objective written workplace policies related to addressing, treating, or testing formats that are confidential medical information.
- Written policies, where necessary, that are non-punitive and administered in a manner consistent with labor contracts and both state and federal law.

Non-Discrimination

Our union's history is rooted in social activism and the pursuit of equal opportunity and social justice for all working people. We have always rejected and opposed discriminatory practices, wherever they occur.

We stand for creating working conditions where people are able to work free from discrimination. At the bargaining table, even before our nation passed laws to require non-discrimination in employment, we demanded equal rights based on race and sex, winning landmark protections for all our brothers and sisters and showing the world what democracy and equal protection in the workplace look like.

Nevertheless, despite decades of legal and contractual protection against discrimination in the workplace, we still have much more work to do to guarantee civil and human rights for ourselves and all workers. Our nation's dialogue today over these issues serves as a stark reminder that fear and ignorance still inform the perceptions and beliefs of too many. A rise in recent years of incidents targeting people based on their race, gender, immigration status, or religious beliefs is impossible to ignore and requires an aggressive response. Likewise, the courage

demonstrated by the many victims of workplace sexual harassment who have come forward reinforces our commitment to creating workplaces free of sexual harassment.

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

- Demanding broad nondiscrimination clauses that ban workplace discrimination based on race, sex, religion, creed, color, national origin, age, disability, sexual orientation, gender expression and gender identity, marital status, political affiliation or union activity.
- Requiring employers to provide education and training on anti-discrimination practices, workplace rights, and our shared responsibility to help eliminate discrimination and harassment in all its forms from the workplace.
- Demanding a comprehensive program to eliminate sexual harassment which includes a confidential complaint process, mandatory prompt investigation, counseling, and anti-retaliation provisions to protect those who come forward to report their or another's harassment.
- Requiring that employers adopt policies and procedures that will allow them to live up to their legal obligation to provide a safe workforce, free from overt signs of discrimination based on race, religion, or national origin.
- Advancing a process to determine whether wage disparities exist between jobs of comparable worth. This process should include an assessment of comparable skill and responsibility to remedy unfair wage disparities.
- Requiring employers to eliminate work safety hazards and physical demands that prevent members with disabilities from staying on the job or returning to work.
- Demanding the right to bargain over identification and implementation of reasonable accommodations that keep workers employed during periods of temporary or permanent disability, including due to pregnancy.
- Rejecting all attempts by the employer to directly deal with workers who need such accommodation.

- Rejecting employer proposals that make arbitration the exclusive remedy for worker discrimination claims. We oppose proposals that require us to waive a worker's legal right to pursue federal and state discrimination remedies outside the contract's grievance and arbitration procedure.

Diversity and Inclusion

When we look around our workplaces, we see people of different ages, races, genders, religions, sexual orientations, gender identities/expressions, abilities and nationalities. We believe these differences should be respected and embraced and reject any attempts by employers or politicians to divide workers.

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

As we strive to build an inclusive union, we demand that employers make a similar effort and dedicate the necessary resources to ensure our workplaces are inclusive. To create a harmonious work environment in which all workers can thrive, we call for joint union and management training on diversity and inclusion. And we will continue to bargain strong protections and due process for members to guard against discrimination.

Discipline, Grievance Procedure and Union Representation

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

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

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

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

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

handling matters, and that when such a review determines a grievance was improperly handled or that new evidence changed the outcome, the employer will reinstate the grievance into the procedure.

In disciplinary cases, we will seek:

- Just-cause provisions requiring an employer to follow fair procedures and have a reasonable basis for its actions.
- A progressive discipline system which requires the employer to notify the employee of the consequences of continued misconduct and provide the employee an opportunity to correct his/her actions.
- Clearly stated penalties that are appropriate and proportionate to the misconduct.
- Provisions that require disciplinary records be removed from the worker's personnel file after a reasonable period.
- Provisions keeping a worker on the job until charges are proven, except in instances where health and safety in the workplace is jeopardized.

New Member Orientation and Communication

Imagine what it's like to be a new employee punching the clock for the first time at a UAW worksite. They probably don't know anyone yet and are just learning the things they need to know to do their job and get through the day. Unlike in past generations, when the percentage of union members in the country was much higher, they may not know much about unions and how they work. They are less likely to have come from a union home or had the opportunity to work at a union job before. They are probably happy to have a steady job, but they might know very little about the struggles our co-workers went through to win and protect our wages, benefits, and working conditions. If we, as union members, don't make it a priority to reach out to these new workers, they will likely get most or all their information from management or the anti-union media. But if we're the ones that reach them first, they can become the activists we need to stand strong.

New member orientation is both an individual and a collective responsibility. It's all our jobs to reach out to new members in our work area, but there are also concrete things we need to include in our contracts to make sure this happens in the most effective and efficient way possible. We need to make a purposeful effort to pull new members in and help them make the connections between their union involvement and their wages, benefits, working conditions, and quality of life.

Because it is essential to our survival that we engage and communicate with our members, our bargaining goals include:

- A new member orientation clause that provides for a minimum of one employer-paid hour, where union representatives can conduct new member orientation programs.
- Access to employer facilities and workspaces to allow us to engage freely with our union representatives, without improper employer interruption or interference.
- Regular access to our employers' workplace communication systems to facilitate regular member outreach and interaction, including employer video systems and union bulletin boards (physical and/or virtual), so we can communicate with our members.
- Timely employer-provided notice of newly hired workers that contains job classification, employee identification number, and work location so that new workers can be welcomed as they start their new jobs and new member orientation can be scheduled promptly.

Privacy and Surveillance

The rapid growth in technological innovation and digitalization of data in recent years has dramatically increased employers' ability to monitor workers. Although technology can help to improve efficiency and life in the workplace, it can far too easily be used improperly to track and monitor workers. The UAW strongly supports the rights of workers to maintain a private life free from employer interference or monitoring. The UAW is opposed to unnecessary or intrusive monitoring practices during working hours and believes that all workers must be notified of any such monitoring that does take place. The UAW is strongly opposed

to any employer monitoring of workers during non-working hours and in non-work locations.

Today, nearly all employers use some form of workplace monitoring. In the workplace, employers monitor workers' computer keystrokes, application usage, electronic mail, internet usage, voice mail, and even interactions with co-workers. Outside of the workplace, some employers try to monitor workers' off-duty use of social media and online networking sites. Global Positioning System (GPS) technology allows employers to monitor workers' exact movements and video recording technology has transformed limited monitoring of critical areas of the workplace into a state of constant monitoring.

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

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

- Limiting employer monitoring of workers' on-duty communications, with clearly defined exceptions and privacy safeguards. For example, before an employer is permitted to monitor a worker's on-duty communications, it should be required to already have probable cause to suspect the worker of wrongdoing or have a specific business need to monitor the communication in question.

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

innocent of an infraction or has had any relevant discipline removed from his or her personnel file.

Workplace Violence

About 2 million people each year report being the victim of some type of workplace violence and, tragically, it is estimated that a large percentage of worksite violence goes unreported. Studies indicate that 58 percent of workers who were harassed, 43 percent who were threatened, and 24 percent who were physically attacked did not report the incidents.

When it comes to workplace violence, the victims are overwhelmingly women. While all workers are subject to slips, trips, falls, or crushing type injuries, women are nearly three times as likely to become victims of homicide, harassment or intimidation. A comprehensive national study conducted over the last decade revealed that supervisors or upper-level managers were identified as abusers in approximately 70 percent of reported cases.

Workplace Violence is defined by the Occupational Safety and Health Administration (OSHA) as any act or threat of physical violence, harassment, intimidation or other threatening disruptive behavior that occurs at the worksite. The National Safety Council (NSC) reported that workplace deaths because of a violent act, increased by 17 percent, becoming the second-most common fatal event in 2016 after transportation incidents.

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

- A written workplace violence prevention program that includes comprehensive training.
- A site emergency response program that details responses to all types of violent incidents.
- An employer-funded active Employee Assistance Program (EAP) that assists workers suffering from stressful life events at work and at home. Stress, long hours, and fatigue are often triggers that lead to potentially dangerous actions.

- Access to employer-funded, targeted, and licensed mental health and counseling referrals.
- Policies to regulate or eliminate weapons from the workplace as a measure to reduce the potential for a serious injury or fatality.
- Policies and procedures to ensure swift reaction to any serious or credible threat of violence.
- Measures to immediately address any menacing behavior, such as stalking, assault, harassment, discrimination or intimidation, including but not limited to, the use of a weapon.
- A provision forbidding the use of profiling as a predictor of a potential act of violence or as justification for questioning a worker about an incident of workplace violence.
- Participation by UAW representatives in investigations of job-related complaints and incidents involving actual or potential violence, abuse, harassment, discrimination or intimidation, and in discussions and decisions about preventive measures.
- Provisions for UAW representatives to defend the actions of a worker identified as having participated in or threatened a violent act. We recognize that we do not have an obligation to defend potential violent acts, however, we do have a duty of fair representation to ensure equal treatment among represented workers and to protect the privacy rights of the accuser and accused alike.

EAP and Drug Testing

Employee Assistance Programs (EAPs) are an essential tool for keeping workers mentally and emotionally healthy. EAPs offer confidential assistance to workers with personal problems that may adversely affect their job performance and everyday lives. By helping workers with their personal problems, EAPs also help the employer by preventing lost production, poor quality, absenteeism, substance abuse, and other negative effects on the workplace.

We must demand that employers maintain, strengthen or implement comprehensive EAPs to help troubled workers get the assistance they need and keep their jobs.

In this round of negotiations, we will seek to:

- Negotiate effective joint EAPs where they do not exist and expand and improve existing EAPs. A comprehensive EAP should include: mental health services; substance abuse and addiction treatment and counseling; family counseling; financial literacy education and counseling; legal service referrals; and child and elder care resources and referrals.
- Establish and implement a training and certification process for worksite EAP representatives to provide uniform and consistent EAP services across UAW-represented worksites.
- Continue to support and advocate for a full range of inpatient and outpatient programs to deal with a worker's or their family members' mental health, substance abuse and addiction issues.

In addition to demanding treatment and counseling for workers' substance abuse and addiction issues, we must also ensure that substance abuse issues are addressed in a cooperative and constructive way that protects workers' privacy and legal rights. To that end, we will:

- Insist on bargaining over all employee drug testing policies, and oppose random drug testing. Where some form of testing is required by law or agreed to by the parties, UAW Administrative Letter Vol. 40, No. 1, "UAW Substance Abuse Policy" should serve as the guideline for negotiations.
- Seek reasonable drug testing policies for registered medical marijuana users in states that allow use of marijuana for health reasons and for all workers in states that have legalized or decriminalized personal use of marijuana. Workers that use marijuana legally off-duty, and that are not impaired on the job, should not be disciplined or discharged simply because they have detectable levels of marijuana in their systems.

Education and Training

With the workforce facing technological, economic, and demographic changes, it's important that education and training remain a key priority in our collective bargaining strategy. The UAW, our employers, and our members have seen the benefit of increased knowledge acquired through various training partnerships in our members' job

performance. Thoughtful, well-designed training programs protect our members' jobs by ensuring they have the right skills. But it's also a good way to increase quality and productivity while reducing turnover and absenteeism. Studies show that 40 percent of workers who get poor job training quit that job in the first year. Just as importantly, ongoing opportunities for training and development help us confidently perform our various tasks, enjoy greater job satisfaction and advance our careers.

Elsewhere in this resolution we identify ways to address new technology through bargaining. For our members, the most important way to address automation, artificial intelligence, electrification and other technological changes is with on-going training that leads to upskilling, greater access to existing apprenticeships and new apprenticeships geared to new technology. Through training, we can learn new processes to adapt to our jobs or learn skills to transition into new ones. Training in so-called soft skills, or communication and problem-solving skills, is important so that we can rise to unforeseen challenges and problems in our work.

In many worksites we tap the expertise of our own members to provide training. But we must also reach out to the community to offer opportunities to young people and take advantage of resources at community colleges and universities.

The changing demographic of the workforce, added to the existing shortage of skilled trades workers, will force new investments in education and training. As Baby Boomers exit the workforce at a rate of 10,000 people per day, a new generation of Millennials—workers born between 1980 and 2000— is taking their place. Significant knowledge and on-the-job training will walk out of the door with the Baby Boomers. Without trained workers to take their place, we will struggle to keep our employers from outsourcing work, claiming a lack of available skills.

Education is also the vehicle to foster a new generation of activists. Our union is built on the victories of the UAW women and men that came before us. Learning about these struggles teaches today's members that progress is slow, tedious and is only achieved through solidarity and struggle. Understanding how we got to where we are today will help us develop the skills we need to be effective union leaders and

activists, engage with one another and build solidarity to tackle the issues we face.

With the demands of a shifting workforce and a changing world of work, we seek improved education and training by demanding:

- A seat at the table for frontline workers when new technology or processes are being introduced, with input into the development of training.
- A strong voice for union members when identifying training opportunities for career advancement.
- Improved access to job-related training and certification programs. This includes offering flexible scheduling and completion options to accommodate work and family responsibilities.
- Tuition assistance for off-site education and skills training that covers coursework and results in a degree or certificate.
- Education leave to allow us to complete coursework or explore new subjects. Education leads to new ways of thinking and new perspectives that can be applied in the worksite for employer-wide impact.
- Employer-paid union education leave to accommodate our members' schedules and commitments, so they can learn our union's history, gain skills for strengthening their local union, and build solidarity to fight back against anti-worker forces.

Benefits for Servicewomen, Servicemen, and Veterans

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

Our bargaining programs reflect our support for veterans and active duty personnel by seeking fair treatment in the workplace.

- We will continue to bargain for military duty leave, along with contract provisions to require employers to make up the difference between military pay and benefits and the regular pay and benefits when a UAW member is called to active duty.
- We will seek additional improvements in pay and benefits practices, coverage eligibility and administrative procedures affecting military leave. Specifically, we will seek to ensure that the wages and benefits of returning military personnel are paid in a prompt manner. Individuals who have suffered injuries should receive special dispensation, beyond that required by the Americans with Disabilities Act, if necessary, so they may resume employment.
- We will urge employers to join us in supporting adequate funding for veterans' health care programs.
- Finally, the UAW will continue to lead the fight to create and preserve good paying jobs in America so that when those who have served our country so well return from their tours of duty, these women and men will have access to quality jobs.

Employee Discounts

UAW members make a variety of products and provide an array of services, all with pride. We work hard creating quality items and experiences and deserve to be acknowledged for it. That's why we support employers offering UAW members, their families, our service men and woman and veterans discounts on products and services.

Our negotiating approach should include advocacy for growing and improving our employee discount programs that serve workers. We should bargain to bring those discounts home to UAW members, their families, our service men and woman and veterans.

Discount programs must adhere to the UAW's policies and practices, the Ethical Practices Code, as well as applicable federal labor laws.

JOB SECURITY

Organizing

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

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

- Negotiate neutrality and card-check provisions in existing contracts that apply to the employer's other facilities, new facilities, subsidiaries and any joint ventures or newly-acquired operations.
- Demand neutrality and card-check provisions with each employer that provide for a smooth, coercion-free organizing process. We will insist that the process include access to the workplace, accurate worker contact information and a mechanism for expedited resolution of legitimate disputes.
- Require employers with UAW-represented units to use all lawful means to inform associated suppliers and vendors of their desire to work with suppliers and vendors that respect labor laws, including workers' right to organize through employer neutrality and card check procedures.
- Insist that employers subscribe to a "Buy American" policy whereby any suppliers and vendors that produce products and services in the United States be given priority when bidding contracts.

Investment Commitments

One of best ways to protect our jobs is to ensure that we provide high-quality goods and services in a productive, cost-effective way. To

achieve this, we need investment in our worksites. New investments can increase efficiency and growth with new technology, equipment and renovated facilities. Those kinds of investments address the process by which we create goods and services. But our worksites must also be where the employer places new products. To secure our jobs in the future our bargaining goals include:

- Involvement in investment decisions. We are as knowledgeable about our employer's operations as management, and our first-hand experience means we are more aware of problems than management. Worker insights must be considered from the earliest stages of investment decisions, through implementation and workforce training required by the new investment.
- Proper resources available in our workplaces. Outdated or inefficient equipment, including machines and computer systems, impair our ability to compete in the market. High-quality goods and services are the product of high-quality equipment that makes use of the latest technology.
- New products. In order to maintain long-term job security, it is imperative that our employers stay up to date with the rapidly changing global markets and source new products from UAW worksites.

New Technology and New Jobs

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

As we prepare for bargaining in 2019 and beyond, we find ourselves in what is being called the 4th Industrial Revolution. We are already experiencing this revolution in our personal lives. Our mobile devices allow us to view our home through security system apps, turn appliances on and off, and change thermostat settings. We can also start, stop, lock and unlock our vehicles. We utilize cloud technology for listening to music, checking emails and saving family photos. We are also experiencing this revolution in our workplaces with the use of collaborative robots, artificial intelligence, the Internet of Things (IoT),

and additive manufacturing or 3D printing technology. We have seen 3D printing move from our prototype labs to the shop floor and its use will only continue to grow. In short, digital information is beginning to touch every aspect of our work lives.

Studies have shown that for every 10 manufacturing jobs we will have in the future, seven are not yet developed. Another way to look at this is that 65 percent of the children currently in grade school will work in jobs that don't exist at this time. By 2022, we can expect to lose 75 million jobs due to technology, but there will be a gain of 133 million new jobs due to the introduction of new technologies.

Technology is advancing exponentially, therefore we must embrace this change and be at the forefront as it advances further. We must bargain for language that protects the jobs of our members by ensuring that future work remains within our respective bargaining units. To achieve this, our bargaining agenda focuses on:

Workforce Training

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

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

Apprenticeships

We need to demand an increase in apprenticeship opportunities for our members to address the current shortages of skilled workers, while

also looking to create job opportunities in future fields and areas that are just now being developed.

New Jobs

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

Advanced Notice of Technology Investment

We should be involved with decisions about technology investment from conception to execution to determine the impact to the membership and jobs. This will allow for preparation and development of the membership for meaningful work without disruption.

Benefitting from Productivity Improvements

Our union membership should benefit from productivity improvements due to process improvements and new technology implementation. The benefit can be in the form of enhanced compensation, more paid time off or job security through insourcing new work.

Quality Goods and Service

Producing quality goods and services is important for customer satisfaction and our job security. We take pride in our work and want to make sure our goods and services are the best they can be. Though our work effort is an important component, employers must also do their part by making sure we have the right tools and right work environment. For that reason, we must be included in conversations with management about quality and we should look at all elements that impact quality like staffing levels, suppliers, training, technology, tools and workflow.

Therefore, in the areas of products and service quality, we demand:

- Worker input into product design to ensure consistent high levels of quality.

- Proper staffing levels. This is crucial for quality work and a safe work environment.
- Quality data, including customer satisfaction data.
- Investment in equipment or technology that will improve the quality and efficiency of our work, accompanied by training for all impacted members.
- A jointly established quality resolution process that is updated as needed.
- Continued and expanded use of the UAW Quality Certification mark.

Sourcing

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

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

In bargaining we will fight to create long term job security and add new jobs by proposing contract language to:

- Prohibit the outsourcing of bargaining unit work without mutual agreement.
- Negotiate investment and new work for our bargaining units.
- Establish an ongoing process for union involvement in sourcing decisions that includes early notification, regular information sharing and access to comprehensive cost, quality, productivity

and other data that goes into bids and outsourcing analysis. The process must also include opportunities and support for the union to make a case against outsourcing and keep the work in the bargaining unit.

- Secure ongoing discussions to identify insourcing opportunities from third party vendors, contractors and non-bargaining unit employees.
- Create accountability for sourcing commitments. We need to make sure that employers deliver on promised new investment and jobs. We must have the ability to negotiate, use the grievance procedure or even strike over violations of our agreements on outsourcing, investment and new jobs, except in situations that are beyond the control of the employer.

Skilled Trades and Apprenticeships

The apprenticeship system has been used to meet the needs of all our worksites for well over 80 years. The UAW approved program is second to none in providing our members access to apprenticeship programs and joining the ranks of journeymen.

However, our workplaces are changing. Employers are placing new demands on skilled trade workers and introducing new technologies and processes into skilled trades work. The increased use of automation, robotics, and connected devices, sometimes referred to as 'Industry 4.0', has the potential to change work conditions or erode bargaining unit work.

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

Additionally, as many of our skilled trades members approach retirement age, we will need more members to enter these programs.

This will require promoting and ensuring access to these programs for younger members, as well as encouraging women and people of color to enter apprenticeship programs.

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

Therefore, we must negotiate to:

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

OTHER ECONOMIC AND NON-ECONOMIC ISSUES

Unemployment Insurance

State governments have severely limited workers' ability to collect unemployment benefits and the weekly benefits have been severely reduced. Layoffs or terminations are among the most stressful events in members' lives. We stand beside our brothers and sisters and demand protection from the unfortunate consequences of layoff and other forms of unemployment.

Therefore, our collective bargaining program includes:

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

Injured Workers and Workers' Compensation

Workers who become injured or acquire an occupational illness or disease during their employment depend on Workers' Compensation. Workers' Compensation insurance covers medical expenses, lost wages from time-off work, compensation for permanent impairments and, in some cases, job retraining. Although mandated by state law, the legally required protections are often inadequate for a worker's needs.

Our collective bargaining agreements will ensure that we continue to protect our members as follows:

- Provide our members a safe and healthy work environment.
- Provide the right to pertinent information pertaining to all Workers' Compensation claims to indicate whether patterns of injuries or potential hazards exist at the work sites.
- Ensure injured workers are not subject to being harassed, punished or discriminated against while injured.
- Provide the right to light-duty work assignments or reassignment to injured or restricted workers.
- Secure contractual language that continues to provide benefit accrual towards pension credited service time and guarantees the continuation of company defined contribution & company health care contribution to members while off on Workers' Compensation, including other benefits that are associated with being active at work, such as profit sharing, bonuses and incentive packages.
- Expanding protection to members who are off on Workers' Compensation, binding the seller and/or purchasing employer to all the terms and conditions of the existing collective bargaining agreement in the event of a closing, sale, assignment or other transfer of business ownership.

Preferential Hire and Recall Language

Layoffs are difficult and disruptive, but we can negotiate language to minimize their impact on our members. Our bargaining goals call for requirements that employers give our members who are laid off or separated from closed facilities preferential hiring before hiring workers from the outside. If work in other classifications is available at the employer, our members should be given the opportunity to train, with employer-paid training, for those positions. This will be essential as new technologies enter the workplace.

Duration of the Collective Bargaining Agreement

Our primary task is to negotiate the collective bargaining agreement's duration based on the long-term interests of our membership. To

determine the appropriate length of a contract there are many factors to consider. These factors include:

- Industry or sector standards that set guidelines for contract duration.
- The opportunity to improve our bargaining position by lining up our contract expiration date with the expiration dates of other UAW units at the same employer on our own or through coordinated bargaining.
- The employer's book of business, bidding timelines and fluctuating customer needs.
- The overall state of the economy, industry or sector and the projected future economic condition of the employer can influence our bargaining position for better or worse.
- The political atmosphere nationwide or in your state, city or town. This is especially true for public sector employees.
- The terms and conditions of the newly negotiated agreement.

Electronic Data Collection

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

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

Collecting data electronically from employers is a quick and efficient way to receive the information. In bargaining, we need to negotiate

for employer-provided electronic data that meets the following requirements:

- Complete list of all represented employees, including both active and retired workers, with demographic information, dues deducted, and V-CAP checkoff amounts, where applicable.
- Submitted in the format developed by the UAW with the required fields at a minimum.
- Transmitted in a secure and encrypted manner using industry-standard methods and in accordance with applicable legal requirements.
- Provided at regular intervals of no less than once per month.

Environmental Responsibility

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

As good stewards of the environment, we can work to tackle these issues legislatively by supporting policies that promote domestic production of green technologies, such as electric vehicles, windmills, and solar panels, as well as common sense regulations that reduce the environmental impacts of current products. And we can bargain with employers to ensure these advanced technologies are produced domestically under quality labor conditions. There is no reason environmental innovation should come at the expense of workers.

Climate change also has consequences for workers on the job site, such as heat, air quality, and extreme weather, and employers must be required to provide proper protections to mitigate these risks. In particular, heat stress has become a more significant issue that requires federal regulation and new contract language. Working class communities, whether urban or rural, are often the communities most

heavily impacted by pollution and climate change. To address this environmental injustice, we need public policy and business practices that protect these communities from environmental risks and promote investments to ensure they can take part in the new green economy.

To do this, our bargaining agenda calls for:

- Investment in our facilities to produce “green” products.
- Contract language that protects workers from the health effects of heat stress, with or without supporting federal legislation.
- Supporting the use of clean renewable energy sources and energy conservation projects in the workplace.
- Supporting and organizing workers in key green industries, such as energy, infrastructure, and advanced technology.
- Workplace recycling and waste reduction.
- Support for employer subsidized mass transit and carpooling.
- Telecommuting opportunities where they make sense.
- Investments in our facilities that will ensure surrounding neighborhoods are free from pollution and hazardous waste.

Labor and Community

The UAW Constitution calls on UAW members to work to improve the “general economic and social conditions in the United States of America, Canada and the Commonwealth of Puerto Rico and generally in the nations of the world.” Our movement isn’t only about improving working conditions in our workplaces but improving our communities as well.

Our members are at the heart of our union and our communities. Our Standing Committees volunteer in local neighborhoods. We participate in our churches and schools. And when disaster strikes, UAW members don’t hesitate to volunteer and give generously to help others. The relationships we forge with our community involvement help us build community support for workers’ issues and engage, mobilize and empower community members into action.

Most of our members' community-building work is done during non-working time. These activities of community and civic engagement are so important to us as individuals, to our communities and to the labor movement that our collective bargaining program seeks to remove barriers to our members' full engagement with their communities. We seek:

- An Election Day holiday, to allow all workers an opportunity to participate fully in the democratic process. When it is not possible to negotiate a holiday, we will seek paid voting leave, allowing workers time to vote before or after their workday.
- Community service leave, to allow workers to use paid time away from work to participate in volunteer activities in the community.
- School participation leave, to allow workers to take part in field trips, classroom programs, parent-teacher conferences and similar activities – or to volunteer their time to work with schoolchildren in the community.
- Civil service leave, to allow members to run for office and serve in elected or appointed government positions without losing seniority or accrued service credits.

We strongly encourage all our members to give back to their communities. By working together, we can create a better and more just society.

CONCLUSION

WE ARE ONE

This resolution sets out a comprehensive bargaining agenda to guide us in our negotiations. But more than that, this document spells out what we stand for as a union. If you read between the lines of the specific demands, you see our drive for dignity and equality on the job, fair wages and benefits, and safe workplaces. This resolution is presented to the Special Collective Bargaining Convention for discussion, debate and voted on by the delegates to the convention. It is a bargaining agenda built by UAW members, for UAW members.

The landscape for workers is ever changing and we have experienced change in the four short years since we last convened a Special Collective Bargaining Convention. Workers are fighting harder than ever for fairness and a voice on the job thanks to anti-worker legislation and regulation at the state and federal levels and the appointment of hostile overseers at the National Labor Relations Board. But the contracts we negotiate together, as one, are powerful tools for the many thousands of workers and their families who count on them.

At the conclusion of this conference, we will begin a new four-year cycle of bargaining. This is a time for us to defend the industry standards we helped create and build on those standards to deliver job security, an improved standard of living and a better work environment.

To fully realize our strength and achieve our goals, we must stand together as one in solidarity. The journey will be difficult but that has never prevented us from delivering the best contracts possible for our members, and it never will. When “We Are One!” no goal is impossible.

Solidarity forever!